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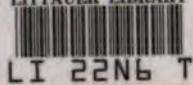
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LABOR BULLETIN.

OF THE COMMONWEALTH OF

MASSACHUSETTS.

No. 25.

FEBRUARY, 1903.

PREPARED AND EDITED BY THE
BUREAU OF STATISTICS OF LABOR.

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MASSACHUSETTS LABOR BULLETIN.

No. 25.

FEBRUARY.

1903.

THE CHINESE IN MASSACHUSETTS.

The number of Chinese in Massachusetts in 1870 was 87; in 1875, 278; in 1880, 229; in 1885, 432; in 1890, 984; in 1895, 1,672; and in 1900, 2,968. A better indication of the relations of the Chinese population to the total number of inhabitants may be derived from the following statement, which shows the proportion of the Chinese to each ten thousand of the population: In 1870, there was one Chinaman to each ten thousand of the population; in 1875, two; in 1880, one; in 1885, two; in 1890, four; in 1895, seven; in 1900, 11.

The most marked increase is shown in 1900 as compared with 1895, but it would be readily acknowledged that their presence in the community is noticeable, not from the fact of their number, which is very small, but from their Asiatic origin, their personal appearance, their Oriental dress, and their peculiar habits and mode of living. A few of them have eschewed the distinguishing badges of their nationality, but the majority still retain their peculiar characteristics, and stand out prominently, an anomalous feature as compared with their surroundings.

The popular impression that the Chinese are chiefly engaged in laundry work will be fully sustained by an inspection of the table which follows, in which the occupations of the Chinese in Massachusetts are given in detail. At the same time, it will be of interest to the reader to learn that the Chinese are not exclusively devoted to laundry work, but have made their way into other branches of employment.

Occupations of the Chinese in Massachusetts.

OCCUPATIONS.	Number of Chinese	OCCUPATIONS.	Number of Chinese
Artists (pen work),	1	Curriers,	1
Agents,	1	Dealers,	103
Barbers,	5	Clothing,	2
Bartenders,	1	Drugs and medicines,	2
Bookkeepers,	5	Fish,	1
Cabinet makers,	1	Fruit,	3
Carpenters,	1	Groceries,	9
Cigar makers,	2	Imported goods,	78
Clerks,	10	Not specified,	8
Commission merchants (imported goods),	9	Drivers (delivery wagons),	5
Cooks,	12	Farmers,	1
In private families,	3	Housewives,	5
In restaurants,	9	Importers,	1

Occupations of the Chinese in Massachusetts — Concluded.

OCCUPATIONS.	Number of Chinese	OCCUPATIONS.	Number of Chinese
Interpreters,	2	Salesmen — Con.	
Janitors,	3	Groceries,	1
Laborers (general),	1	Imported goods,	20
Laborers and helpers in stores,	2	Travelling salesmen (groceries),	1
Laundry workers,	798	Travelling salesmen (imported goods),	2
Laundry proprietors,	616	Scholars (public school),	5
Laundry workers in private families,	1	Servants,	2
Lodging-house keepers,	1	Stewards (custom house boat),	1
Merchants,	4	Students,	3
Missionaries,	1	Tailors,	2
Nurses,	1	Waiters,	13
Overseers (farm),	1	Hotel,	1
Painters (house),	1	Restaurant,	12
Photographers,	1	Watchmen,	1
Physicians,	5	Unemployed twelve months (laundry work- ers),	1
Restaurant proprietors,	10	Not stated,	6
Retired dealers,	1		
Salesmen,	25		
Drugs,	1	TOTAL,	1,672

An examination of the preceding table shows that the Chinese are engaged in 54 different occupations, the number employed in laundry work representing 84.63 per cent of the whole number of the nationality in the State. The next in numerical prominence are the dealers, representing 6.16 per cent. It is unnecessary to summarize the remaining branches of employment, as their relation to the whole number may be easily seen by reference to the table.

The second table shows the number of years resident in Massachusetts and also in the United States, according to classified periods of years. With these facts is correlated a presentation by classified age periods, the combined presentation indicating the number of years resident in the State and in the country, and the ages of the persons considered.

Length of Residence and Age Periods.

AGE PERIODS.	LENGTH OF RESIDENCE IN MASSACHUSETTS				LENGTH OF RESIDENCE IN THE UNITED STATES				Length of Residence Unknown	Totals
	1 Year or Less	Over 1 Year but under 6 Years	6 Years but under 30 Years	30 Years and Over	1 Year or Less	Over 1 Year but under 6 Years	6 Years but under 30 Years	30 Years and Over		
5 to 9 years,	1	-	-	-	-	-	1	-	-	1
10 to 14 years,	1	4	-	-	1	3	1	-	-	5
15 to 19 years,	7	17	4	-	4	14	10	-	-	28
20 to 29 years,	34	174	218	1	2	67	357	1	7	434
30 to 39 years,	51	221	400	2	4	48	686	5	17	760
40 to 49 years,	17	77	235	9	1	17	307	13	1	339
50 to 59 years,	2	15	49	1	-	6	48	13	1	68
60 to 79 years,	-	-	5	1	-	-	3	3	-	6
80 years and over,	-	-	1	-	-	-	1	-	-	1
Age unknown,	-	2	3	-	-	2	3	-	25	30
TOTALS,	113	510	984	14	12	157	1,417	35	51	1,672

The greatest number of Chinese was found in the age period 30 to 39 years: there are but 34 under 20 years of age; and but seven over 60 years. This indicates that the Chinese in the State, of productive age, represent 95.75 per cent of the whole number. As regards 30, it was impossible to obtain exact ages.

It should be stated here that in preparing statistics on the Chinese we have excluded those persons born in China, but not of Chinese descent. In preparing Census work, those persons born in China, whether of Chinese descent or not, are credited to that country so far as nativity is concerned, but it is evident that they should not be included in a consideration of those of Mongolian descent.

The opportunities of an education supplied to all classes in China are well known; this is plainly shown from the fact that 1,284 were reported as being able to read and write in the Chinese language. There were 264 reported as being totally illiterate; but it is to be feared that this return relates to their inability to read and write English rather than to ignorance of their own language. All who are brought into relation with the Chinese are well aware of the great facility with which they acquire sufficient command of the English language to carry on their business.

By a United States statute passed May 6, 1882, it was provided that no Chinese could become a citizen of the United States by the usual procedure governing naturalization. As, however, the Constitution forbids the passage of *ex post facto* laws, this provision could not apply to those Mongolians who were eligible for naturalization before the passage of the Act. An examination of the preceding table relating to length of residence shows that there were over 500 Chinese eligible for naturalization. There are no statistics showing the number who have availed themselves of the opportunity to become citizens.

The State enumeration supplied the particulars in relation to the age periods, length of residence, and occupations of the Chinese, but the United States Census figures give only the number of persons of that nationality. The figures of the State enumeration could be increased proportionately to bring them up to the United States Census aggregate. The increase in the number of Chinese in 1900, as compared with 1895, was 77.51 per cent. If this ratio of increase be applied to laundry workers, that being the principal occupation in which the Chinese are engaged, an estimated number of 2,512 Chinese laundry workers would be secured. The United States Census for 1900 gave the whole number of male hand laundry workers in the State as 3,268, this number including, of course, all other nationalities as well as the Chinese.

It is interesting to compare the number of Chinese residents in an Atlantic State like Massachusetts with the number living in a Pacific State like California. In 1870, the number of Chinese in California was 49,277, or 880 to each ten thousand of the population; in 1880, 75,132,

or 869 to each ten thousand; in 1890, 72,472, or 600 to each ten thousand; and in 1900, 45,753, or 308 to each ten thousand.

The particular occupations of the Chinese living in California are not given in the United States Census, but from the Report of the Bureau of Labor Statistics for 1901-1902, we find that of 51,156 adult males employed in industrial establishments, 49,340 were white, 1,587 were Chinese, and 229 were Japanese; the Chinese formed 3.10 per cent of the whole number.

These reports state further that in 1901 and 1902 there were about 50 gold mines owned or leased by Chinamen, who gave employment to about 500 of their own nationality.

THE UNEMPLOYED FOR A YEAR.

The most complete investigation ever made in Massachusetts, as regards the number of persons employed and those unemployed during a specified time, showed during the last State census year that of 925,781 persons employed in productive industries in the Commonwealth, 664,986, or 71.83 per cent, were employed continuously during the year; there were 252,456, or 27.27 per cent, employed irregularly during the year, that is, were out of employment for longer or shorter periods during that time; the number unemployed continuously during the year was 8,339, or 0.90 per cent.

It is with this latter class that we propose to deal in the present article. Naturally, the first and most important inquiry in regard to this class of the population would be as to previous occupation. We supply this information in the following table:

Previous Occupations of the Unemployed.

[In the column headed "Sex," T = Total; M = Males; F = Females.]

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Accountants, bookkeepers, clerks, etc., .	T	279	174	11	28	26	518
	M	228	151	6	28	26	437
	F	53	23	5	-	-	81
Agents, bankers, and brokers,	T	21	6	-	6	4	37
	M	19	5	-	6	4	34
	F	2	1	-	-	-	3
Agriculture,	T	70	22	5	36	49	182
	M	70	22	4	36	49	181
	F	-	-	1	-	-	1
Amusements,	T	6	4	-	1	1	12
	M	2	4	-	1	1	8
	F	4	-	-	-	-	4
Arms and ammunition,	T	19	5	-	3	-	27
	M	18	5	-	3	-	26
	F	1	-	-	-	-	1

Previous Occupations of the Unemployed — Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Art,	T	8	-	-	-	3	11
	M	4	-	-	-	3	7
	F	4	-	-	-	-	4
Artisans' tools,	M	10	3	1	6	2	22
Awnings, sails, tents, etc.,	M	2	2	-	1	1	6
Boarding and lodging,	T	36	12	18	12	4	82
	M	29	7	-	12	4	52
	F	7	5	18	-	-	30
Boots and shoes,	T	372	186	23	127	66	778
	M	340	163	13	127	66	708
	F	32	23	10	-	-	65
Box makers (paper and wooden), . .	T	10	7	1	1	1	20
	M	6	2	-	1	1	10
	F	4	5	1	-	-	10
Brick, tiles, and sewer pipe,	M	1	1	-	2	2	6
Brooms, brushes, and mops,	T	-	7	-	3	1	11
	M	-	5	-	3	1	9
	F	-	2	-	-	-	2
Building,	M	351	177	8	189	170	865
Buttons and dress trimmings,	T	3	5	-	-	-	8
	M	2	2	-	-	-	4
	F	1	3	-	-	-	4
Carriages and wagons,	M	26	7	-	9	2	44
Carriers on roads,	M	85	103	8	50	27	273
Carriers on seas and rivers,	M	34	5	1	22	16	78
Carriers on steam railroads,	M	51	41	-	25	20	137
Chemical preparations (compounded), .	M	2	-	-	1	1	4
City and town government,	M	10	7	1	28	23	69
Clocks, watches, and jewelry,	T	60	19	4	22	9	114
	M	56	19	-	22	9	106
	F	4	-	4	-	-	8
Clothing,	T	105	97	66	43	29	340
	M	22	20	1	43	29	115
	F	83	77	66	-	-	225
Cooking, lighting, and heating apparatus,	M	1	-	1	-	3	5
Cordage and twine,	T	1	6	1	10	11	29
	M	1	5	1	10	11	28
	F	-	1	-	-	-	1
Cotton goods,	T	27	73	57	70	57	284
	M	19	50	11	70	57	207
	F	8	23	46	-	-	77
Domestic service (private families), .	T	54	35	94	9	9	201
	M	8	9	2	9	9	37
	F	46	26	92	-	-	164
Education,	T	27	9	1	-	-	37
	M	1	-	-	-	-	1
	F	26	9	1	-	-	36
Electrical apparatus,	M	10	7	1	4	2	24
Flax, hemp, and jute goods,	M	1	-	-	1	-	2
Fishermen,	M	11	3	-	-	7	21
Food preparations,	T	20	24	5	20	24	93
	M	17	19	3	20	24	83
	F	3	5	2	-	-	10
Furniture,	T	46	25	5	26	11	113
	M	45	23	3	26	11	108
	F	1	2	2	-	-	5
Glass,	M	5	10	-	7	6	28

Previous Occupations of the Unemployed — Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Glue, isinglass, and starch,	M	2	-	-	2	1	5
Hosiery and knit goods,	T	5	2	1	2	-	10
	M	1	-	-	2	-	3
	F	4	2	1	-	-	7
Laborers, general.	M	160	218	28	379	419	1,204
Law,	M	1	1	-	-	-	2
Leather,	M	25	36	2	79	22	164
Literature,	T	2	1	-	-	1	4
	M	1	1	-	-	1	3
	F	1	-	-	-	-	1
Lumber,	T	8	2	2	2	4	18
	M	8	1	-	2	4	15
	F	-	1	2	-	-	3
Machines and machinery,	M	126	92	4	96	30	348
Medicine,	M	2	1	-	-	-	3
Merchants and dealers,	T	25	16	2	21	11	74
	M	25	16	1	21	11	73
	F	-	-	1	-	-	1
Metals and metallic goods,	T	118	188	9	182	71	463
	M	116	182	8	182	71	468
	F	3	1	1	-	-	5
Mining,	M	5	3	1	7	5	21
Models, lasts, and patterns,	M	8	1	-	1	2	12
Music,	T	3	5	2	-	-	10
	M	3	4	2	-	-	9
	F	-	1	-	-	-	1
Musical instruments and materials, . .	T	18	10	1	14	4	47
	M	18	9	1	14	4	46
	F	-	1	-	-	-	1
Paper and paper goods,	T	8	3	3	14	6	39
	M	8	4	3	14	6	35
	F	-	4	-	-	-	4
Personal service,	T	138	83	35	48	26	320
	M	74	50	1	48	25	198
	F	64	33	34	-	-	131
Printing, publishing, and bookbinding, .	T	45	54	8	18	18	143
	M	35	42	6	18	18	119
	F	10	12	2	-	-	24
Print works, dye works, and bleacheries, .	M	3	3	-	4	6	16
Religion,	T	8	3	-	3	-	14
	M	7	1	-	3	-	11
	F	1	2	-	-	-	3
Rubber and elastic goods,	T	4	18	6	6	9	38
	M	3	10	2	6	9	30
	F	1	3	4	-	-	8
Saddlery and harness,	T	6	6	2	2	-	16
	M	6	6	1	2	-	15
	F	-	-	1	-	-	1
Salesmen and saleswomen,	T	89	47	4	12	6	158
	M	74	31	1	12	6	124
	F	15	16	3	-	-	34
Science,	M	23	3	-	4	2	32
Shipbuilding,	M	28	5	-	20	6	59
Sporting and athletic goods,	T	5	2	-	1	-	8
	M	4	2	-	1	-	7
	F	1	-	-	-	-	1

Previous Occupations of the Unemployed — Concluded.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
State government,	T	5	3	-	-	-	8
	M	4	3	-	-	-	7
	F	1	-	-	-	-	1
Stone,	T	14	17	-	24	22	77
	M	13	17	-	24	22	76
	F	1	-	-	-	-	1
Tobacco, snuff, and cigars,	T	5	18	2	6	7	33
	M	5	9	1	6	7	28
	F	-	4	1	-	-	5
Wooden goods,	M	33	19	1	12	6	71
Woollen goods,	T	13	22	16	55	25	131
	M	11	10	4	55	25	105
	F	2	12	12	-	-	26
Worsted goods,	T	-	2	2	6	-	10
	M	-	2	-	6	-	8
	F	-	-	2	-	-	2
Not specified,	T	84	77	19	41	45	266
	M	74	67	11	41	45	238
	F	10	10	8	-	-	28
THE STATE,	T	2,783	1,982	462	1,773	1,339	8,339
	M	2,300	1,675	143	1,773	1,339	7,320
	F	393	307	319	-	-	1,019

It is obviously unnecessary to repeat in text the figures which are shown so graphically in the table. Three branches of occupations are noticeable from their prominence. The number unemployed for a year continuously in the building trades, including the various branches of occupations classified under that designation, was 895, or 10.73 per cent of the whole number of unemployed in the State. Another branch of occupation particularly affected was that designated as Laborers, *i. e.*, "unskilled labor" only. This class numbered 1,204 or 14.44 per cent. Attention is also called to the fact that in the boot and shoe industry there were 773 persons, or 9.27 per cent, unemployed during the entire year. Of the whole number, 8,339, the males numbered 7,320, or 87.78 per cent, and the females 1,019, or 12.22 per cent.

Some interesting facts are brought out in the table regarding nativity. The native born of native descent comprised 2,783, or 33.37 per cent; the native born of foreign descent, 1,982, or 23.77 per cent; the foreign born (including females and males under 21 years of age), 462, or 5.54 per cent; the foreign born, naturalized, 1,773, or 21.26 per cent; the foreign born, alien, 1,339, or 16.06 per cent. By aggregation, we secure a native born total of 4,765, or 57.14 per cent, and a foreign born total of 3,574, or 42.86 per cent, of the whole number unemployed continuously during the year.

We are able to present, as the result of a special tabulation, a line of facts showing descent in connection with place of birth. This has

never before appeared in any Census report or statistical publication. Many inquiries have been made of the Bureau for information of this nature, and, notwithstanding the large expense involved for tabulation, it was decided to make it, as it was thought that the information secured would be of permanent value.

In the table, the place of birth of the father is taken to show the descent of the persons considered, although in many instances both parents had the same birthplace. Under each descent are considered the persons having the same place of birth as the father, those born in other foreign countries, and those born in the United States. For instance, under Irish descent, the number of Irish born is stated, and to this number is added those born in other foreign countries or in the United States who had an Irish born father or an Irish born father and mother. In this way, what may be termed, for want of a better designation, a "race" aggregation is secured.

It may be stated here that, in the Report of the Bureau for 1903, one

Descent and Place of Birth: By Length of Residence.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	NATIVE DESCENT.	-	-	-
2	Born in Massachusetts,	-	-	-
3	Born in Other States,	-	-	-
4	Born in Foreign Countries,	-	-	-
5	IRISH DESCENT.	33	14	47
6	Born in Ireland,	32	14	46
7	Born in Other Foreign Countries,	1	-	1
8	Born in the United States,	-	-	-
9	ENGLISH DESCENT.	9	1	10
10	Born in England,	9	1	10
11	Born in Other Foreign Countries,	-	-	-
12	Born in the United States,	-	-	-
13	CANADIAN-FRENCH DESCENT.	16	6	22
14	Born in Canada (French),	16	6	22
15	Born in Other Foreign Countries,	-	-	-
16	Born in the United States,	-	-	-
17	GERMAN DESCENT.	5	1	6
18	Born in Germany,	5	1	6
19	Born in Other Foreign Countries,	-	-	-
20	Born in the United States,	-	-	-
21	SCOTCH DESCENT.	2	-	2
22	Born in Scotland,	1	-	1
23	Born in Other Foreign Countries,	1	-	1
24	Born in the United States,	-	-	-
25	NOVA SCOTIAN DESCENT.	3	3	6
26	Born in Nova Scotia,	3	3	6
27	Born in Other Foreign Countries,	-	-	-
28	Born in the United States,	-	-	-

of the Parts will be entitled "Race in Industry." In the tables of this Part, this subject of place of birth and descent, or "race," will be shown in connection with the various productive industries of the State. That is, under the Census classification of Professional will be shown not only the number of lawyers, physicians, and clergymen born in any particular State or country, but associated therewith will be their descent; *i. e.*, in connection with the place of birth of the lawyers, physicians, and clergymen will be shown that the father or father and mother were born in the specified States or countries. The reason why those having a father only born in a particular State or country are included with those having a father and mother so born is due to the fact that by law the nationality of the father determines that of the children irrespective of that of the mother. It should, however, be borne in mind that it is not primarily the question of nationality, but that of descent; however, in order to determine the descent, it is found to be absolutely necessary to make a somewhat arbitrary decision regarding nationality.

Descent and Place of Birth: By Length of Residence.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 5 Years			5 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
5	-	5	2,396	395	2,791	2,401	395	2,796	1
3	-	3	1,277	187	1,464	1,280	187	1,467	2
1	-	1	1,110	206	1,316	1,111	206	1,317	3
1	-	1	9	2	11	10	2	12	4
75	12	87	2,999	333	3,332	3,107	359	3,466	5
64	9	73	1,607	106	1,713	1,703	129	1,832	6
11	3	14	117	12	129	129	15	144	7
-	-	-	1,275	215	1,490	1,275	215	1,490	8
29	4	33	390	50	440	428	55	483	9
25	3	28	259	23	287	293	32	325	10
4	1	5	17	6	23	21	7	28	11
-	-	-	114	16	130	114	16	130	12
35	5	40	277	30	307	328	41	369	13
35	5	40	212	16	228	268	27	290	14
-	-	-	5	-	5	5	-	5	15
-	-	-	60	14	74	60	14	74	16
10	1	11	182	23	205	197	25	222	17
8	1	9	130	7	137	143	9	152	18
2	-	2	2	-	2	4	-	4	19
-	-	-	50	16	66	50	16	66	20
13	1	14	147	22	169	167	23	190	21
9	1	10	80	7	87	90	8	98	22
9	-	9	29	7	36	39	7	46	23
-	-	-	33	3	36	33	3	36	24
11	4	15	88	37	125	102	44	146	25
11	4	15	55	22	78	70	29	99	26
-	-	-	6	-	6	6	-	6	27
-	-	-	26	15	41	26	15	41	28

Descent and Place of Birth: By Length of Residence — Continued.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	CANADIAN-ENGLISH DESCENT.	4	2	6
2	Born in Canada (English),	4	2	6
3	Born in Other Foreign Countries,	-	-	-
4	Born in the United States,	-	-	-
5	PORTUGUESE DESCENT.	2	-	2
6	Born in Portugal,	2	-	2
7	Born in the United States,	-	-	-
8	SWEDISH DESCENT.	6	-	6
9	Born in Sweden,	6	-	6
10	Born in the United States,	-	-	-
11	PROVINCIAL (NEW BRUNSWICK) DESCENT.	4	-	4
12	Born in New Brunswick,	4	-	4
13	Born in Other Foreign Countries,	-	-	-
14	Born in the United States,	-	-	-
15	ITALIAN DESCENT.	7	-	7
16	Born in Italy,	7	-	7
17	Born in the United States,	-	-	-
18	RUSSIAN DESCENT.	8	1	9
19	Born in Russia,	6	1	7
20	Born in Other Foreign Countries,	2	-	2
21	Born in the United States,	-	-	-
22	FRENCH DESCENT.	1	-	1
23	Born in France,	1	-	1
24	Born in Other Foreign Countries,	-	-	-
25	Born in the United States,	-	-	-
26	PROVINCIAL (NEWFOUNDLAND) DESCENT.	3	-	3
27	Born in Newfoundland,	3	-	3
28	Born in the United States,	-	-	-
29	PROVINCIAL (PRINCE EDWARD ISLAND) DESCENT.	-	1	1
30	Born in Prince Edward Island,	-	1	1
31	Born in Other Foreign Countries,	-	-	-
32	Born in the United States,	-	-	-
33	POLISH DESCENT.	1	-	1
34	Born in Poland,	1	-	1
35	Born in Other Foreign Countries,	-	-	-
36	Born in the United States,	-	-	-
37	WELSH DESCENT.	-	-	-
38	Born in Wales,	-	-	-
39	Born in Other Foreign Countries,	-	-	-
40	OTHER FOREIGN DESCENT.	8	-	8
41	Born in Other Foreign Countries,	8	-	8
42	Born in the United States,	-	-	-

Descent and Place of Birth: By Length of Residence — Continued.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
9	8	17	93	15	108	106	25	131	1
8	8	16	58	7	65	70	17	87	2
1	-	1	2	-	2	3	-	3	3
-	-	-	33	8	41	33	8	41	4
19	1	20	57	4	61	78	5	83	5
19	1	20	46	2	48	67	3	70	6
-	-	-	11	2	13	11	2	13	7
18	3	21	47	3	50	71	6	77	8
18	3	21	42	2	44	66	5	71	9
-	-	-	5	1	6	5	1	6	10
8	5	13	46	8	54	58	13	71	11
8	5	13	23	5	28	40	10	50	12
-	-	-	2	-	2	2	-	2	13
-	-	-	16	3	19	16	3	19	14
16	2	18	37	2	39	60	4	64	15
16	2	18	29	2	31	52	4	56	16
-	-	-	8	-	8	8	-	8	17
17	2	19	14	3	17	39	6	45	18
16	2	18	12	2	14	34	5	39	19
1	-	1	-	1	1	3	1	4	20
-	-	-	2	-	2	2	-	2	21
1	-	1	23	4	26	24	4	28	22
1	-	1	11	1	12	13	1	14	23
-	-	-	4	-	4	4	-	4	24
-	-	-	7	3	10	7	3	10	25
3	1	4	20	-	20	26	1	27	26
3	1	4	10	-	10	16	1	17	27
-	-	-	10	-	10	10	-	10	28
3	-	3	14	3	17	17	4	21	29
3	-	3	12	-	12	15	1	16	30
-	-	-	1	2	3	1	2	3	31
-	-	-	1	1	2	1	1	2	32
5	-	5	8	2	10	14	2	16	33
5	-	5	6	-	6	12	-	12	34
-	-	-	1	-	1	1	-	1	35
-	-	-	1	2	3	1	2	3	36
1	-	1	2	-	2	3	-	3	37
-	-	-	2	-	2	2	-	2	38
1	-	1	-	-	-	1	-	1	39
12	1	13	74	6	80	94	7	101	40
12	1	13	51	2	53	71	3	74	41
-	-	-	23	4	27	23	4	27	42

*Descent and Place of Birth: By Length of Residence — Concluded.**Recapitulation.*

	THE STATE AND DESCENT.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	THE STATE.	112	29	141
2	Native,	-	-	-
3	Irish,	33	14	47
4	English,	9	1	10
5	Canadian-French,	16	6	22
6	German,	5	1	6
7	Scotch,	2	-	2
8	Nova Scotian,	3	3	6
9	Canadian-English,	4	2	6
10	Portuguese,	2	-	2
11	Swedish,	6	-	6
12	Provincial (New Brunswick),	4	-	4
13	Italian,	7	-	7
14	Russian,	8	1	9
15	French,	1	-	1
16	Provincial (Newfoundland),	3	-	3
17	Provincial (Prince Edward Island),	-	1	1
18	Polish,	1	-	1
19	Welsh,	-	-	-
20	Other foreign,	8	-	8

It will be necessary to consider in detail only the two largest lines, those relating to the United States and Ireland. It will be seen that the aggregate native descent numbered 2,796, or 33.53 per cent of the whole number unemployed continuously for the year. Those of Irish descent numbered 3,466, or 41.56 per cent. These two nativities aggregate 6,262, or 75.09 per cent of the whole number, leaving but 2,070, or 24.82 per cent, for the 16 other nationalities considered in the table.

Of those of American descent, all but five had resided in the United States six years or over; of those of Irish descent, 47 had lived in the

Number of Unemployed Compared with Productive Population.

THE STATE AND DESCENT.	Productive Population	Number	Percentages
THE STATE.	1,070,090	8,539	0.77
Native,	405,124	2,796	0.69
Irish,	300,096	3,466	1.12
Canadian-French,	83,656	369	0.44
English,	67,024	483	0.72
Canadian-English,	30,457	181	0.43
German,	28,907	222	0.76
Nova Scotian,	28,648	146	0.51
Scotch,	25,039	190	0.76
Swedish,	19,181	77	0.40
Russian,	12,407	45	0.36

*Descent and Place of Birth: By Length of Residence — Concluded.**Recapitulation.*

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
295	50	345	6,913	940	7,853	7,320	1,019	8,339	1
5	-	5	2,396	396	2,791	2,401	396	2,796	2
75	12	87	2,999	333	3,332	3,107	359	3,466	3
29	4	33	390	50	440	428	55	483	4
35	5	40	277	30	307	328	41	369	5
10	1	11	182	23	206	197	25	222	6
18	1	19	147	22	169	167	23	190	7
11	4	15	88	37	125	102	44	146	8
9	8	17	93	15	108	106	25	131	9
19	1	20	57	4	61	78	5	83	10
18	3	21	47	3	50	71	6	77	11
8	5	13	46	8	54	58	13	71	12
16	2	18	37	2	39	60	4	64	13
17	2	19	14	3	17	39	6	45	14
1	-	1	22	4	26	24	4	28	15
3	1	4	20	-	20	26	1	27	16
3	-	3	14	3	17	17	4	21	17
5	-	5	8	2	10	14	2	16	18
1	-	1	2	-	2	3	-	3	19
12	1	13	74	6	80	94	7	101	20

United States less than one year, 87 had been in the country one year but less than six years, while 3,332 had been residents of the United States for more than six years. Similar comparisons may be easily drawn regarding the other nationalities considered. Of the whole number considered (8,339), 141 had been in the United States less than one year; 345, one year but under six years; 7,853, six years and over.

By comparing the figures for the 18 descents specified with the total productive population for each descent, some interesting percentages are deduced.

Number of Unemployed Compared with Productive Population — Concluded.

THE STATE AND DESCENT.	Productive Pop- ulation	Number	Percentages
THE STATE — CON.			
Italian,	10,956	64	0.58
Portuguese,	10,011	83	0.83
Provincial (New Brunswick),	9,487	71	0.75
Polish,	5,244	16	0.31
Provincial (Prince Edward Island),	4,725	21	0.44
French,	4,191	28	0.67
Provincial (Newfoundland),	4,137	27	0.65
Welsh,	1,223	3	0.25
Other foreign,	18,977	101	0.53

Those of American descent unemployed continuously for a year are 0.69 per cent of the whole number of native descent engaged in productive occupations, while those of Irish descent unemployed form 1.12 per cent of the entire productive population of Irish descent.

The question of employment or unemployment naturally comes home more to a married man with a family than to a single person of either sex, who may have only his or her own personal wants to provide for. The table which we next present shows the conjugal condition of the unemployed by native and foreign born and age periods.

Conjugal Condition of the Unemployed: By Sex, Native and Foreign Born, and Age Periods.

SEX, NATIVE AND FOREIGN BORN, AND AGE PERIODS.	SINGLE		MARRIED		UNKNOWN		TOTALS	
	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages
Males.	2,869	39.19	4,443	60.70	8	0.11	7,320	100.00
<i>Native Born.</i>	1,899	46.72	2,166	53.26	1	0.02	4,066	100.00
15 but under 20 years, . . .	242	5.96	3	0.07	-	-	245	6.03
20 but under 60 years, . . .	1,459	35.89	1,608	39.56	-	-	3,067	75.45
60 years and over, . . .	198	4.87	554	13.63	1	0.02	753	18.52
<i>Foreign Born.</i>	970	29.80	2,278	69.98	7	0.22	3,255	100.00
15 but under 20 years, . . .	81	2.49	-	-	-	-	81	2.49
20 but under 60 years, . . .	688	21.14	1,481	45.60	4	0.12	2,173	66.76
60 years and over, . . .	201	6.17	797	24.48	3	0.10	1,001	30.75
Females.	871	85.48	148	14.52	-	-	1,019	100.00
<i>Native Born.</i>	612	87.43	88	12.57	-	-	700	100.00
15 but under 20 years, . . .	101	14.43	1	0.14	-	-	102	14.57
20 but under 60 years, . . .	475	67.86	84	12.00	-	-	559	79.86
60 years and over, . . .	36	5.14	3	0.43	-	-	39	5.57
<i>Foreign Born.</i>	259	81.18	60	18.82	-	-	319	100.00
15 but under 20 years, . . .	28	8.78	2	0.63	-	-	30	9.41
20 but under 60 years, . . .	208	63.62	56	17.56	-	-	264	81.18
60 years and over, . . .	23	8.78	2	0.63	-	-	25	9.41
Both Sexes.	3,740	44.85	4,591	55.05	8	0.10	8,339	100.00
<i>Native Born.</i>	2,511	52.70	2,253	47.28	1	0.02	4,765	100.00
15 but under 20 years, . . .	343	7.20	4	0.08	-	-	347	7.28
20 but under 60 years, . . .	1,934	40.59	1,692	35.51	-	-	3,626	76.10
60 years and over, . . .	234	4.91	557	11.69	1	0.02	792	16.62
<i>Foreign Born.</i>	1,329	34.30	2,338	65.42	7	0.19	3,674	100.00
15 but under 20 years, . . .	109	3.05	2	0.06	-	-	111	3.11
20 but under 60 years, . . .	891	24.93	1,537	43.00	4	0.11	2,432	66.04
60 years and over, . . .	229	6.41	799	22.36	3	0.08	1,031	28.85

Considering the males, we find that 39.19 per cent were single (including the widowed) and 60.70 per cent were married (including the divorced), while of the females, 85.48 per cent were single or widowed and 14.52 per cent were married or divorced; for the sexes combined, the results in percentages are, 44.85 single (including widowed) and 55.05 married (including divorced), the large reduction in the percentage of total married persons being due to the fact that 85.48 per cent of the females were single or widowed, as above stated.

Of the married males, 0.07 per cent were 15 but under 20; 69.53 per cent were 20 but under 60 years of age; while 30.40 per cent were 60 years of age and over.

RETIRED WITH A COMPETENCY.

More than 50 years ago an author of prominence wrote concerning Benjamin Franklin: "The prevalence of habits of industry and economy, of foresight and thrift, of cautious calculation in the formation of plans, and energy and perseverance in the execution of them, and of the disposition to invest what is earned in substantial and enduring possessions, rather than to expend it in brief pleasures or for purposes of idle show—the prevalence of these traits, so far as they exist as elements of the national character in this country—is due in an incalculable degree to the doings and sayings and history of this great exemplar."

As Franklin was born in Boston and lived in that city until he was 16 years of age, it must be allowed that the habits of industry and thrift which form such prominent features in his life and teachings were due in a great degree, if not wholly, to his surroundings—that is, to the influence and example of the men and women with whom he was brought into daily contact. Surely, the Colonists of Massachusetts Bay between the years 1706 and 1722 were not in a financial condition to indulge in reckless extravagance, either personally or officially.

The instructions to the agents of the Bureau who obtained the information which forms the statistical basis of this article were as follows: "Retired includes those adults who have retired from business, with means for their own support, after a life of activity. The word 'retired' must always be written, and in addition, the name of the occupation in which the person gained his competency."

A fact that will bear repetition is that the statistics cover only those who have retired from active pursuits with sufficient money to provide for their wants during the rest of their lives. Those possessed of a competency while still engaged in active business do not form part of this presentation.

The term "competency" is a comparative one; what would suffice for one during the period of his natural life would be considered by another as only sufficient for a year's expenses. Consequently, no attempt has been made to attach any precise or average money value to the term "competency."

The most interesting feature connected with the subject under consideration is, undoubtedly, the nature of the occupations followed by the

retired previous to giving up active participation therein, these occupations being, in the majority of cases, at least, the ones from which the competency is derived.

Previous Occupations of the Retired.

[In the column headed "Sex," T = Total; M = Males; F = Females.]

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Accountants, bookkeepers, clerks, etc., .	T	225	15	1	23	9	273
	M	212	14	-	23	9	258
	F	13	1	1	-	-	15
Agents, bankers, brokers, etc.,	T	389	9	-	28	6	432
	M	382	9	-	28	6	425
	F	7	-	-	-	-	7
Agriculture,	T	118	5	3	113	28	267
	M	115	3	-	113	28	259
	F	3	2	3	-	-	8
Agricultural implements,	M	10	-	-	11	-	21
Amusements,	T	6	3	-	-	1	10
	M	6	2	-	-	1	9
	F	-	1	-	-	-	1
Arms and ammunition,	T	37	-	1	10	3	51
	M	37	-	-	10	3	50
	F	-	-	1	-	-	1
Army,	M	23	6	1	31	5	66
Art,	T	27	1	2	3	-	33
	M	18	1	-	3	-	22
	F	9	-	2	-	-	11
Artisans' tools,	T	33	1	-	13	4	56
	M	36	1	-	13	4	54
	F	2	-	-	-	-	2
Awnings, sails, tents, etc.,	M	24	3	-	2	1	30
Bakers,	T	52	4	-	31	2	89
	M	51	3	-	31	2	87
	F	1	1	-	-	-	2
Blacksmiths,	T	213	9	1	106	30	359
	M	212	9	1	106	30	358
	F	1	-	-	-	-	1
Boarding and lodging,	T	105	9	11	38	11	174
	M	72	5	-	38	11	126
	F	33	4	11	-	-	48
Bookkeepers,	T	76	4	-	5	4	89
	M	70	3	-	5	4	82
	F	6	1	-	-	-	7
Boots and shoes,	T	1,355	47	5	412	91	1,910
	M	1,329	47	3	412	91	1,882
	F	26	-	2	-	-	28
Boxes (paper and wooden),	M	16	1	-	3	-	20
Bricks, tiles, and sewer pipe,	T	30	1	3	3	4	41
	M	22	1	-	3	4	30
	F	8	-	3	-	-	11
Brooms, brushes, and mops,	T	5	-	1	8	-	14
	M	5	-	-	8	-	13
	F	-	-	1	-	-	1
Building,	T	1,702	61	3	412	166	2,344
	M	1,697	61	2	412	166	2,338
	F	5	-	1	-	-	6
Burial cases, caskets, coffins, etc.,	M	16	-	-	2	2	20
Buttons and dress trimmings,	T	2	-	-	2	-	4
	M	1	-	-	2	-	3
	F	1	-	-	-	-	1

Previous Occupations of the Retired—Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Care of animals, etc.,	M	8	-	-	1	-	9
Carpetings,	T	8	1	7	18	1	35
	M	5	1	-	18	1	25
	F	3	-	7	-	-	10
Carriages and wagons,	T	188	4	1	18	11	167
	M	125	4	-	13	11	153
	F	3	-	1	-	-	4
Carriers on roads,	T	319	17	-	153	40	529
	M	316	17	-	153	40	526
	F	3	-	-	-	-	3
Carriers on seas and rivers,	M	703	24	1	111	35	884
Carriers on steam railroads,	M	207	12	-	80	18	317
Cement, kaolin, lime, and plaster,	T	16	-	-	-	-	16
	M	4	-	-	-	-	4
	F	12	-	-	-	-	12
Charcoal and kindlers,	M	1	-	-	-	-	1
Chemical preparations (compounded),	M	2	-	-	1	-	3
City and town government,	T	187	16	-	108	16	327
	M	186	16	-	108	16	326
	F	1	-	-	-	-	1
Clergymen,	M	121	3	-	17	4	145
Clocks, watches, and jewelry,	T	89	8	-	16	4	117
	M	86	7	-	16	4	113
	F	3	1	-	-	-	4
Clothing,	T	389	30	72	112	17	620
	M	142	10	1	112	17	282
	F	247	20	71	-	-	338
Cooking, lighting, and heating apparatus,	T	22	1	4	3	-	30
	M	19	1	-	3	-	23
	F	3	-	4	-	-	7
Cordage and twine,	T	17	6	2	17	3	45
	M	15	5	-	17	3	40
	F	2	1	2	-	-	5
Corks, bungs, and taps,	M	-	-	-	1	-	1
Cotton goods,	T	183	23	80	333	105	723
	M	154	17	1	333	105	610
	F	29	5	79	-	-	113
Cotton, woollen, and other textiles,	M	5	-	-	3	1	9
Domestic service (private families),	T	76	12	123	36	7	254
	M	20	2	-	36	7	65
	F	56	10	123	-	-	189
Drugs and medicines,	M	18	1	-	-	1	20
Earthen, plaster, and stone ware,	M	3	1	-	1	-	5
Education,	T	538	19	7	14	5	583
	M	138	3	-	14	5	160
	F	400	16	7	-	-	423
Electrical apparatus and appliances,	M	10	-	-	1	-	11
Electroplating,	M	4	-	-	2	-	6
Emery and sand paper and cloth,	M	1	-	-	-	-	1
Fancy articles, etc.,	M	1	-	-	-	1	2
Farmers,	T	2,939	48	17	326	259	3,584
	M	2,332	40	3	326	259	3,460
	F	107	3	14	-	-	124
Farm laborers,	M	41	1	-	50	51	143
Fireworks and matches,	M	4	-	-	1	-	5
Fishermen,	M	189	6	1	29	23	248
Flax, hemp, and jute goods,	T	1	-	1	4	2	8
	M	1	-	-	4	2	7
	F	-	-	1	-	-	1

Previous Occupations of the Retired — Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Food preparations,	T	124	8	-	36	8	171
	M	123	8	-	36	8	170
	F	1	-	-	-	-	1
Furniture,	T	210	14	1	70	14	300
	M	208	14	1	70	14	307
	F	2	-	-	-	-	2
Gas and residual products,	T	12	-	-	9	1	22
	M	11	-	-	9	1	21
	F	1	-	-	-	-	1
Glass,	T	14	10	2	15	3	44
	M	13	10	2	15	3	43
	F	1	-	-	-	-	1
Glue, isinglass, and starch,	M	4	2	-	3	1	10
	T	8	-	-	5	2	10
	M	1	-	-	5	2	8
Hosiery and knit goods,	F	2	-	-	-	-	2
	T	85	6	2	12	2	107
	M	78	6	-	12	2	98
Hotel keepers,	F	7	-	2	-	-	9
	T	127	3	48	2	1	181
	M	-	-	-	2	1	3
Housekeepers,	F	127	3	48	-	-	178
	T	7,166	251	2,563	8	2	9,985
	M	-	-	-	3	2	5
Housewives,	F	7,166	251	2,563	-	-	9,980
	T	216	5	77	1	-	299
	M	-	-	-	1	-	1
Housework,	F	216	5	77	-	-	298
	T	1,713	108	297	154	64	2,336
	M	365	28	1	154	64	612
Independent,	F	1,348	80	296	-	-	1,724
	M	1	-	-	2	-	3
	M	14	2	-	6	1	23
Ink, mucilage, and paste,	M	14	2	-	6	1	23
	T	121	9	2	620	324	1,076
	M	120	9	-	620	324	1,073
Ivory, bone, shell, and horn goods, etc.,	F	1	-	2	-	-	3
	M	99	3	-	4	2	108
	T	164	12	1	130	21	328
Laborers,	M	163	12	1	130	21	327
	F	1	-	-	-	-	1
	M	3	-	-	-	1	4
Law,	T	164	12	1	130	21	328
	M	163	12	1	130	21	327
	F	1	-	-	-	-	1
Leather,	M	3	-	-	-	1	4
	T	18	4	-	26	1	49
	M	31	-	-	3	1	35
Liquors and beverages (not spirituous),	T	31	-	-	3	1	35
	M	25	-	-	3	1	29
	F	6	-	-	-	-	6
Liquors: malt, distilled, and fermented,	T	54	-	-	7	6	67
	M	51	-	-	7	6	64
	F	3	-	-	-	-	3
Literature,	T	438	27	1	187	32	685
	M	437	27	-	187	32	683
	F	1	-	1	-	-	2
Lumber,	T	628	32	4	69	7	740
	M	615	32	2	69	7	725
	F	13	-	2	-	-	15
Machines and machinery,	T	175	6	3	11	6	201
	M	170	6	1	11	6	194
	F	5	-	2	-	-	7

Previous Occupations of the Retired—Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Merchants and dealers,	T	2,555	110	34	570	106	3,375
	M	2,509	108	1	570	106	3,294
	F	46	2	33	-	-	81
Messengers, porters, etc.,	M	8	-	-	23	7	38
Metals and metallic goods,	T	295	19	2	172	35	523
	M	291	19	1	172	35	518
	F	4	-	1	-	-	5
Mining,	M	31	5	-	22	12	70
Models, lasts, and patterns,	M	45	1	-	6	2	54
Music,	T	47	1	-	4	1	53
	M	25	-	-	4	1	30
	F	23	1	-	-	-	23
Musical instruments and materials, . .	T	49	5	-	14	2	70
	M	46	5	-	14	2	67
	F	3	-	-	-	-	3
National government,	T	115	5	1	13	2	136
	M	114	5	1	13	2	135
	F	1	-	-	-	-	1
Navy,	T	16	4	1	7	1	29
	M	16	4	-	7	1	28
	F	-	-	1	-	-	1
Not gainful, etc.,	T	29	1	4	13	2	49
	M	22	1	-	13	2	38
	F	7	-	4	-	-	11
Oils and illuminating fluids,	M	17	-	-	1	1	19
Paints, colors, and crude chemicals, .	M	9	-	-	2	-	11
Paper and paper goods,	T	49	3	12	33	7	104
	M	43	1	2	33	7	86
	F	6	2	10	-	-	18
Personal service,	T	301	22	59	117	22	521
	M	175	14	-	117	22	328
	F	126	8	59	-	-	193
Photographs and photographic materials,	T	24	1	-	1	2	28
	M	23	1	-	1	2	27
	F	1	-	-	-	-	1
Pollaxes and dressing,	M	3	-	-	2	-	5
Printing, publishing, and bookbinding, .	T	74	10	1	20	9	114
	M	67	7	-	20	9	103
	F	7	3	1	-	-	11
Print works, dye works, and bleacheries,	T	10	3	1	35	10	59
	M	10	2	-	35	10	57
	F	-	1	1	-	-	2
Railroad construction and equipment, .	M	28	-	-	6	-	34
Religion,	T	180	6	3	15	-	204
	M	169	6	1	15	-	191
	F	11	-	2	-	-	13
Rubber and elastic goods,	T	9	1	1	5	2	18
	M	8	1	-	5	2	16
	F	1	-	1	-	-	2
Saddlery and harness,	M	32	2	-	11	3	48
Salesmen and saleswomen,	T	103	9	1	12	6	131
	M	99	8	1	12	6	126
	F	4	1	-	-	-	5
Science,	T	98	6	-	32	6	137
	M	91	5	-	32	6	134
	F	2	1	-	-	-	3
Scientific instruments and appliances, .	M	4	2	-	1	-	7

Previous Occupations of the Retired — Concluded.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Shipbuilding,	T	180	7	-	48	19	284
	M	180	6	-	48	19	253
	F	-	1	-	-	-	1
Silk and silk goods,	M	4	-	-	3	3	10
Sporting and athletic goods,	M	3	2	-	1	-	6
State government,	T	22	-	-	1	1	24
	M	21	-	-	1	1	23
	F	1	-	-	-	-	1
Stone,	M	62	3	-	53	11	129
Straw and palm leaf goods,	T	44	-	2	2	-	48
	M	36	-	-	2	-	38
	F	3	-	2	-	-	10
Tallow, candles, soap, and grease,	T	15	-	1	5	-	21
	M	14	-	1	5	-	20
	F	1	-	-	-	-	1
Tobacco, snuff, and cigars,	M	19	1	-	11	2	33
Trunks and valises,	M	1	-	-	-	-	1
Whips, lashes, and stocks,	M	7	-	-	-	-	7
Wooden goods,	M	120	3	-	45	16	184
	T	91	9	32	200	56	448
	M	86	8	-	200	56	410
Woollen goods,	F	5	1	32	-	-	38
	T	1	-	1	6	3	11
	M	1	-	-	6	3	10
Worsted goods,	F	-	-	1	-	-	1
	T	4,740	225	617	770	471	6,823
	M	1,844	114	7	770	471	3,206
Retired, n. s.,	F	2,896	111	610	-	-	3,617
	T	31,564	1,379	4,122	6,424	2,291	45,780
	M	18,527	843	37	6,424	2,291	28,121
THE STATE,	F	13,037	537	4,065	-	-	17,659

A perusal of the table shows that the retired males number 28,121, or 61.43 per cent, and the females 17,659, or 38.57 per cent. Consideration of the previous occupations of the retired males shows that Farmers head the list, with 3,460, or 12.30 per cent of the retired males. The intelligent farmer has always been considered as being the most independent man in the community, and the figures seem to warrant the assumption made for him. Second in numerical order come the Merchants and Dealers, numbering 3,294, or 11.71 per cent of the retired males. The reports of the mercantile agencies show that the percentage of financial casualties among the trading classes is very large, a dealer often being forced to go into bankruptcy several times before securing a solid foothold in the mercantile world; but, in spite of failures and other drawbacks, the venders of wares stand next to the tillers of the soil in their capability to acquire a competency in old age.

Those connected with the building trades come third in prominence, numbering 2,338, or 8.31 per cent of the total males. The building contractor works upon a safer basis, as a rule, than the farmer or merchant.

His work is done by contract, and if he is a good buyer, his profits are likely to be uniform.

There were 6,823 males and females, or 14.90 per cent of the total retired, who, although they reported themselves in possession of a competency, did not state the occupation followed by them prior to retiring from business life; but this omission is not so material when the fact of their financial independence is known.

Among the females, the housewives, numbering 9,980, or 56.52 per cent of the retired females, stand at the head. It is evident that the financial condition of these housewives is not due to the money returns derived from the pursuit of their home occupations, but that their large or small fortunes upon which they rely for future support, have come to them, in a majority of cases, from inheritance. There were 48 boarding-house keepers who had acquired a competency, presumably, from their individual efforts.

There were also 1,724 females designated as "Independent," who, undoubtedly, have derived the basis of their financial independence from gifts or bequests. It is interesting to note that 160 male teachers and 423 female teachers report the possession of a competency derived from their efforts in education.

Combining the figures for both sexes, we find that of the whole number (45,780), 31,573, or 68.97 per cent, were native born of native descent; 1,370, or 2.99 per cent, native born of foreign descent; the foreign born numbered 4,122, or nine per cent; the foreign born naturalized numbered 6,424, or 14.03 per cent; and the foreign born alien, 2,291, or five per cent. Of the whole number, 32,943, or 71.96 per cent, were native born, and 12,837, or 28.04 per cent, were foreign born.

The illustrations given show the proper manner of reading and using the table, and those interested in other branches of occupations can easily derive the information they desire without further specification in detail being made here.

Having learned the occupations of the retired, another interesting point of information to be arrived at is the nationality of those who have acquired a competency from their labors.

Descent and Place of Birth: By Length of Residence.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	NATIVE DESCENT.	-	3	3
2	Born in Massachusetts,	-	-	-
3	Born in other States,	-	-	-
4	Born in Foreign Countries,	-	3	3
5	IRISH DESCENT.	13	11	24
6	Born in Ireland,	10	9	19
7	Born in Other Foreign Countries,	2	2	4
8	Born in the United States,	1	-	1
9	ENGLISH DESCENT.	7	9	16
10	Born in England,	7	9	16
11	Born in Other Foreign Countries,	-	-	-
12	Born in the United States,	-	-	-
13	CANADIAN-FRENCH DESCENT.	23	12	34
14	Born in Canada (French),	21	12	33
15	Born in Other Foreign Countries,	1	-	1
16	Born in the United States,	-	-	-
17	GERMAN DESCENT.	5	7	12
18	Born in Germany,	5	7	12
19	Born in Other Foreign Countries,	-	-	-
20	Born in the United States,	-	-	-
21	SCOTCH DESCENT.	3	8	11
22	Born in Scotland,	1	6	7
23	Born in Other Foreign Countries,	2	2	4
24	Born in the United States,	-	-	-
25	NOVA SCOTIAN DESCENT.	5	5	10
26	Born in Nova Scotia,	5	5	10
27	Born in Other Foreign Countries,	-	-	-
28	Born in the United States,	-	-	-
29	CANADIAN-ENGLISH DESCENT.	6	5	11
30	Born in Canada (English),	6	4	10
31	Born in Other Foreign Countries,	-	1	1
32	Born in the United States,	-	-	-
33	FRENCH DESCENT.	2	-	2
34	Born in France,	2	-	2
35	Born in Other Foreign Countries,	-	-	-
36	Born in the United States,	-	-	-
37	PORTUGUESE DESCENT.	1	2	3
38	Born in Portugal,	1	2	3
39	Born in the United States,	-	-	-
40	SWEDISH DESCENT.	1	7	8
41	Born in Sweden,	1	7	8
42	Born in Other Foreign Countries,	-	-	-
43	Born in the United States,	-	-	-
44	ITALIAN DESCENT.	1	1	2
45	Born in Italy,	1	1	2
46	Born in Other Foreign Countries,	-	-	-
47	Born in the United States,	-	-	-

Descent and Place of Birth: By Length of Residence.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
-	1	1	18,562	13,101	31,663	18,562	13,105	31,667	1
-	-	-	12,878	8,807	21,685	12,878	8,807	21,685	2
-	-	-	5,649	4,230	9,879	5,649	4,230	9,879	3
-	1	1	35	64	99	35	68	103	4
78	44	122	5,284	2,335	7,619	5,375	2,390	7,765	5
71	37	108	4,852	2,117	6,969	4,933	2,163	7,096	6
7	7	14	111	70	181	120	79	199	7
-	-	-	321	148	469	322	148	470	8
35	23	64	1,284	676	1,960	1,327	713	2,040	9
33	21	54	974	421	1,395	1,014	451	1,465	10
3	7	10	48	65	113	51	72	123	11
-	-	-	262	190	452	262	190	452	12
81	24	105	682	215	897	785	251	1,036	13
79	24	103	646	202	848	746	238	984	14
2	-	2	12	2	14	15	2	17	15
-	-	-	24	11	35	24	11	35	16
15	7	22	576	218	794	596	232	828	17
15	7	22	528	181	709	548	195	743	18
-	-	-	9	2	11	9	2	11	19
-	-	-	39	35	74	39	35	74	20
16	17	33	444	272	716	463	297	760	21
11	10	21	301	158	459	313	174	487	22
5	7	12	71	59	130	78	68	146	23
-	-	-	72	55	127	72	55	127	24
12	20	32	143	140	283	160	165	325	25
12	20	32	121	120	241	138	145	283	26
-	-	-	5	3	8	5	3	8	27
-	-	-	17	17	34	17	17	34	28
8	14	22	155	122	277	169	141	310	29
8	14	22	126	104	230	140	122	262	30
-	-	-	3	2	5	3	3	6	31
-	-	-	26	16	42	26	16	42	32
2	1	3	90	51	141	94	52	146	33
2	1	3	48	15	63	52	16	68	34
-	-	-	11	9	20	11	9	20	35
-	-	-	31	27	58	31	27	58	36
7	6	13	100	30	130	108	38	146	37
7	6	13	94	28	122	102	36	138	38
-	-	-	6	2	8	6	2	8	39
8	10	18	62	36	98	71	53	124	40
8	10	18	56	33	89	65	50	115	41
-	-	-	1	-	1	1	-	1	42
-	-	-	5	3	8	5	3	8	43
11	5	16	56	20	76	68	26	94	44
11	5	16	51	13	64	63	19	82	45
-	-	-	1	-	1	1	-	1	46
-	-	-	4	7	11	4	7	11	47

Descent and Place of Birth: By Length of Residence — Concluded.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	PROVINCIAL (NEW BRUNSWICK) DESCENT.	3	3	6
2	Born in New Brunswick,	3	3	6
3	Born in Other Foreign Countries,	-	-	-
4	Born in the United States,	-	-	-
5	RUSSIAN DESCENT.	1	1	2
6	Born in Russia,	1	1	2
7	PROVINCIAL (NEWFOUNDLAND) DESCENT.	-	-	-
8	Born in Newfoundland,	-	-	-
9	Born in the United States,	-	-	-
10	WELSH DESCENT.	2	-	2
11	Born in Wales,	1	-	1
12	Born in Other Foreign Countries,	1	-	1
13	Born in the United States,	-	-	-
14	PROVINCIAL (PRINCE EDWARD ISLAND) DESCENT.	1	-	1
15	Born in Prince Edward Island,	1	-	1
16	Born in the United States,	-	-	-
17	POLISH DESCENT.	-	-	-
18	Born in Poland,	-	-	-
19	Born in Other Foreign Countries,	-	-	-
20	OTHER FOREIGN DESCENT.	2	3	5
21	Born in Other Foreign Countries,	2	3	5
22	Born in the United States,	-	-	-

Recapitulation.

	THE STATE AND DESCENT.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	THE STATE.	75	77	152
2	Native,	-	3	3
3	Irish,	13	11	24
4	English,	7	9	16
5	Canadian-French,	22	12	34
6	German,	5	7	12
7	Scotch,	3	8	11
8	Nova Scotian,	5	5	10
9	Canadian-English,	6	5	11
10	French,	2	-	2
11	Portuguese,	1	2	3
12	Swedish,	1	7	8
13	Italian,	1	1	2
14	Provincial (New Brunswick),	3	3	6
15	Russian,	1	1	2
16	Provincial (Newfoundland),	-	-	-
17	Welsh,	2	-	2
18	Provincial (Prince Edward Island),	1	-	1
19	Polish,	-	-	-
20	Other foreign,	2	3	5

Descent and Place of Birth: By Length of Residence — Concluded.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
4	4	8	33	44	77	40	51	91	1
4	4	8	30	35	65	37	42	79	2
-	-	-	-	3	3	-	3	3	3
-	-	-	3	6	9	3	6	9	4
13	11	24	36	10	46	50	22	72	5
13	11	24	36	10	46	50	22	72	6
3	3	6	20	12	32	23	15	38	7
3	3	6	18	11	29	21	14	35	8
-	-	-	2	1	3	2	1	3	9
-	1	1	17	17	34	19	18	37	10
-	1	1	10	12	22	11	13	24	11
-	-	-	3	1	4	4	1	5	12
-	-	-	4	4	8	4	4	8	13
1	3	4	16	12	28	18	15	33	14
1	3	4	15	12	27	17	15	32	15
-	-	-	1	-	1	1	-	1	16
3	-	3	19	5	24	22	5	27	17
3	-	3	19	4	23	22	4	26	18
-	-	-	-	1	1	-	1	1	19
7	5	12	162	62	224	171	70	241	20
7	5	12	138	47	185	147	55	202	21
-	-	-	24	15	39	24	15	39	22

Recapitulation.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
306	204	509	27,741	17,373	45,119	23,121	17,659	45,780	1
-	1	1	18,562	13,101	31,663	18,562	13,105	31,667	2
78	44	122	5,234	2,335	7,619	5,375	2,390	7,765	3
36	23	64	1,234	676	1,960	1,327	713	2,040	4
81	24	105	682	215	897	735	251	1,036	5
16	7	22	576	218	794	596	232	828	6
16	17	33	444	272	716	463	297	760	7
12	20	32	143	140	283	160	165	325	8
8	14	22	165	122	277	169	141	310	9
2	1	3	90	51	141	94	52	146	10
7	6	13	100	30	130	103	33	146	11
8	10	18	62	36	98	71	53	124	12
11	5	16	56	20	76	68	26	94	13
4	4	8	33	44	77	40	51	91	14
13	11	24	36	10	46	50	22	72	15
3	3	6	20	12	32	23	15	38	16
-	1	1	17	17	34	19	18	37	17
1	3	4	16	12	28	18	15	33	18
3	-	3	19	5	24	22	5	27	19
7	5	12	162	62	224	171	70	241	20

Of the whole number (45,780), 152 had lived in the United States one year or less; 509 had lived over one but under six years; while those who had lived in this country six years and over numbered 45,119, or 98.56 per cent. This shows, conclusively, that the competency was derived from occupations followed while in the United States.

In the aggregate, there were 31,667, or 69.17 per cent, of native descent; those of Irish descent numbered 7,765, or 16.96 per cent; the English descent numbered 2,040, or 4.46 per cent; and the French Canadians, 1,036, or 2.26 per cent. The proportions for the other countries represented may be easily derived from the tables.

Simple numbers, however prominent, do not always convey the whole truth until brought into comparison with related figures. The table which follows brings out this fact:

Number of Retired Compared with Productive Population.

THE STATE AND DESCENT.	Productive Population	Number	Percentages
THE STATE.	1,079,090	45,780	4.24
Native,	405,124	31,667	7.82
Irish,	309,696	7,765	2.51
Canadian-French,	83,666	1,036	1.24
English,	67,024	2,040	3.04
Canadian-English,	30,457	310	1.02
German,	28,907	828	2.86
Nova Scotian,	28,648	325	1.13
Scotch,	25,039	760	3.04
Swedish,	19,181	124	0.66
Russian,	12,407	72	0.58
Italian,	10,956	94	0.86
Portuguese,	10,011	146	1.46
Provincial (New Brunswick),	9,487	91	0.96
Polish,	5,244	27	0.51
Provincial (Prince Edward Island),	4,725	33	0.70
French,	4,191	146	3.48
Provincial (Newfoundland),	4,137	38	0.92
Welsh,	1,223	37	3.03
Other foreign,	18,977	241	1.27

As indicated by the table-head, the population considered includes only those engaged in productive industries. Bringing forward for comparative purposes the illustrations used for the previous table, we find that those of native descent numbered 31,667, or 7.82 per cent of all those of native descent engaged in productive industries; those of Irish descent formed 2.51 per cent of all those of Irish descent so engaged; comparative percentages show the English descent to be 3.04, and the French-Canadian descent, 1.24. The other figures shown in the table are of special interest to the different nationalities represented.

To complete the present consideration of the subject, we present a final table showing conjugal condition by sex, nativity, and age periods.

Conjugal Condition of the Retired: By Sex, Native and Foreign Born, and Age Periods.

SEX, NATIVE AND FOREIGN BORN, AND AGE PERIODS.	SINGLE		MARRIED		UNKNOWN		TOTALS	
	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages
Males.	9,627	34.23	18,493	65.76	1	0.01	28,121	100.00
<i>Native Born.</i>	6,892	35.58	12,476	64.41	1	0.01	19,369	100.00
20 but under 60 years, . . .	1,082	5.59	2,457	12.68	-	-	3,539	18.27
60 years and over, . . .	5,810	29.99	10,019	51.73	1	0.01	15,830	81.73
<i>Foreign Born.</i>	2,735	31.25	6,017	66.75	-	-	8,752	100.00
20 but under 60 years, . . .	317	3.62	1,343	15.35	-	-	1,660	18.97
60 years and over, . . .	2,418	27.63	4,674	53.40	-	-	7,092	81.03
Females.	15,839	89.69	1,818	10.30	2	0.01	17,659	100.00
<i>Native Born.</i>	12,295	90.58	1,277	9.41	2	0.01	13,574	100.00
20 but under 60 years, . . .	2,009	16.24	307	2.26	-	-	2,376	17.50
60 years and over, . . .	10,226	75.34	970	7.15	2	0.01	11,198	82.50
<i>Foreign Born.</i>	3,544	36.76	541	13.24	-	-	4,085	100.00
20 but under 60 years, . . .	557	13.64	148	3.62	-	-	705	17.26
60 years and over, . . .	2,987	73.12	393	9.62	-	-	3,380	82.74
Both Sexes.	25,466	55.62	20,311	44.37	3	0.01	45,780	100.00
<i>Native Born.</i>	19,187	58.24	13,753	41.75	3	0.01	32,943	100.00
20 but under 60 years, . . .	3,151	9.57	2,764	8.39	-	-	5,915	17.96
60 years and over, . . .	16,036	48.67	10,989	33.36	3	0.01	27,028	82.04
<i>Foreign Born.</i>	6,279	48.91	6,558	51.09	-	-	12,837	100.00
20 but under 60 years, . . .	874	6.81	1,491	11.61	-	-	2,365	18.42
60 years and over, . . .	5,405	42.10	5,067	39.48	-	-	10,472	81.58

It must be borne in mind in considering these figures, that the term "single" includes widows and widowers, as well as those who have never been married; while the term "married" comprehends also those males and females who have been divorced.

Of the retired males (28,121), there were 9,627, or 34.23 per cent, single, and 18,493, or 65.76 per cent, married; the corresponding figures for retired females are 15,839, or 89.69 per cent, single, and 1,818, or 10.30 per cent, married.

Considering age periods and combining the sexes, we find that 8,280, or 18.09 per cent, were 20 but under 60 years of age, while 37,500, or 81.91 per cent, were 60 years of age or over.

Whether the principles advanced by Benjamin Franklin in his life and writings as regards industry and thrift have been fully carried out by the inhabitants of the Commonwealth, the figures hereinbefore presented, being the resultant of conformity with his practical ideas, must remain a matter of conjecture, for no accurate data can be secured to decisively determine the point. One thing is certain; broad as was his philosophy, and farseeing as was his patriotic vision, he never could have anticipated that within 110 years after his death the composition of the body politic in his native State and city would so change, and become so cosmopolitan in its nature that 62.26 per cent of the inhabitants of the Commonwealth, and 72.21 per cent of the citizens in the town in which he was born, would be of foreign descent.

DEPENDENTS UPON PUBLIC OR PRIVATE CHARITY.

In the preceding article we have shown the number of persons who have retired with a competency, that is, with enough money, in their opinions, to provide for their wants during their lives. We now have the reverse of this picture, comprehending those who have been unfortunate in a financial way, and are forced to depend for their support, either partially or wholly, upon public or private charity. In what respect their condition is due to their own fault or to circumstances which they could not control cannot be determined, but it is fair to assume that personal shortcomings and unsatisfactory industrial conditions are each responsible.

The term "Dependent" was defined, in the instructions given to the Special Agents of the Bureau who conducted the investigation, as follows: "Dependent comprises those persons who may have worked all their lives, but are now unable to support themselves, and being non-productive, are dependent to a more or less degree upon their children or relatives; the name of the occupation last followed must be stated." To those who may be called "Home Dependents" we have added those supported in the various charitable institutions provided by the towns and the Commonwealth.

We present a table showing the occupations followed by the dependents previous to their being obliged to rely upon charity. It does not, of course, follow that these occupations are directly responsible for the state of dependency of those who have followed them. The physical condition, caused in many cases by exacting toil or overwork, is often more responsible for the state of dependency than the occupation itself. Many men are obliged, from force of circumstances, to engage in occupations for which they are not physically fitted, and they break down under the rigorous demands or constant strain.

Previous Occupations of the Dependents.

[In the column headed "Sex", T = Total; M = Males; F = Females.]

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Accountants, bookkeepers, clerks, etc., .	T	74	28	7	7	4	120
	M	70	26	7	7	4	114
	F	4	2	-	-	-	6
Agents, bankers, brokers, etc.,	T	15	-	5	3	1	24
	M	13	-	5	3	1	22
	F	2	-	-	-	-	2
Agriculture,	M	15	1	10	16	11	53

Previous Occupations of the Dependents — Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Arms and ammunition,	M	1	1	-	-	-	2
Army,	M	164	31	1	55	26	277
Artisans' tools,	T	3	1	2	2	3	11
	M	2	1	2	2	3	10
	F	1	-	-	-	-	1
Awnings, tents, sails, etc.,	M	6	1	2	1	1	11
Boarding and lodging,	T	21	9	26	5	3	64
	M	17	4	4	5	3	33
	F	4	5	23	-	-	31
Boots and shoes,	T	283	70	97	74	41	565
	M	273	55	82	74	41	524
	F	11	15	15	-	-	41
Brick, tiles, and sewer pipe,	M	2	-	1	4	4	11
Brooms, brushes, and mops,	M	2	-	1	-	-	3
Building,	T	200	53	92	62	85	492
	M	199	53	92	62	85	491
	F	1	-	-	-	-	1
Buttons and dress trimmings,	M	-	1	-	-	-	1
Carpetings,	T	-	-	1	3	-	4
	M	-	-	-	3	-	3
	F	-	-	1	-	-	1
Carriages and wagons,	T	16	5	8	4	1	34
	M	16	5	7	4	1	33
	F	-	-	1	-	-	1
Carriers on roads,	M	74	50	46	25	17	212
Carriers on seas and rivers,	T	89	18	20	29	33	189
	M	87	18	20	29	33	187
	F	2	-	-	-	-	2
Carriers on steam railroads,	M	16	8	3	7	9	43
City and town government,	T	12	4	6	12	5	39
	M	10	4	6	12	5	37
	F	2	-	-	-	-	2
Clocks, watches, and jewelry,	T	9	1	8	3	1	22
	M	7	1	8	3	1	20
	F	2	-	-	-	-	2
Clothing,	T	97	24	94	23	12	250
	M	20	8	30	23	12	93
	F	77	16	64	-	-	157
Cordage and twine,	T	1	3	3	1	2	10
	M	1	2	3	1	2	9
	F	-	1	-	-	-	1
Cotton goods,	T	37	22	77	49	48	233
	M	25	16	41	49	48	179
	F	12	6	36	-	-	54
Domestic service (private families),	T	115	42	309	3	2	471
	M	6	1	8	3	2	20
	F	109	41	301	-	-	451
Education,	T	30	2	4	1	-	37
	M	2	1	1	1	-	5
	F	28	1	3	-	-	32
Electroplating,	M	1	2	-	-	-	3
Farmers,	M	293	6	30	40	109	478
Farm laborers,	T	84	17	48	15	39	203
	M	83	16	48	15	39	201
	F	1	1	-	-	-	2
Fishermen,	M	57	5	14	12	17	105
Flax, hemp, and jute goods,	M	-	-	-	-	1	1

Previous Occupations of the Dependents—Continued.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Food preparations,	T	17	9	13	9	7	55
	M	15	8	13	9	7	52
	F	2	1	-	-	-	3
Furniture,	M	23	11	25	8	4	71
Gas and residual products,	T	2	-	1	2	2	7
	M	-	-	-	2	2	4
	F	2	-	1	-	-	3
Glass,	M	2	2	-	1	-	5
Hosiery and knit goods,	M	-	-	1	1	1	3
Housewives,	T	1,825	164	2,769	2	1	4,761
	M	-	-	-	2	1	3
	F	1,825	164	2,769	-	-	4,758
Housework,	F	179	26	203	-	-	408
Ivory, bone, horn, and shell goods,	M	2	1	-	-	-	3
	T	179	111	437	264	326	1,317
	M	178	111	429	264	326	1,308
	F	1	-	8	-	-	9
Leather,	T	17	19	26	34	12	108
	M	17	19	25	34	12	107
	F	-	-	1	-	-	1
Liquors: malt, distilled, and fermented,	M	-	-	2	-	2	4
Literature,	T	3	2	-	-	-	5
	M	2	1	-	-	-	3
	F	1	1	-	-	-	2
Lumber,	M	6	-	-	-	1	7
Machines and machinery,	T	58	18	29	20	14	139
	M	57	18	29	20	14	138
	F	1	-	-	-	-	1
Manufacturers,	M	3	2	1	1	-	7
Merchants and dealers,	T	136	20	66	22	17	261
	M	81	14	25	22	17	159
	F	55	6	41	-	-	102
Messengers, porters, etc.,	T	5	4	7	1	1	18
	M	5	3	5	1	1	15
	F	-	1	2	-	-	3
Metals and metallic goods,	T	59	24	42	31	28	184
	M	57	24	42	31	28	182
	F	2	-	-	-	-	2
Mining,	T	3	-	5	8	3	19
	M	3	-	4	8	3	18
	F	-	-	1	-	-	1
Models, lasts, and patterns,	M	5	-	1	-	-	6
Music teachers,	T	16	1	2	-	1	20
	M	10	-	1	-	1	12
	F	6	1	1	-	-	8
Musical instruments and material,	M	6	5	1	-	1	13
National government,	T	11	3	2	2	-	18
	M	10	3	2	2	-	17
	F	1	-	-	-	-	1
Paper and paper goods,	T	9	2	10	9	5	35
	M	6	1	3	9	5	24
	F	3	1	7	-	-	11
Personal service,	T	84	16	91	18	14	223
	M	36	9	22	18	14	99
	F	48	7	69	-	-	124
Printing, publishing, and bookbinding,	T	23	15	9	4	2	53
	M	20	13	9	4	2	48
	F	3	2	-	-	-	5

Previous Occupations of the Dependents — Concluded.

BRANCHES OF OCCUPATIONS.	Sex	Native Born, Na- tive Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
Print works, dye works, and bleacheries,	M	-	1	3	5	4	18
Professional,	T	16	5	6	-	1	28
	M	14	5	5	-	1	25
	F	2	-	1	-	-	3
Religion,	T	9	-	2	1	1	13
	M	9	-	1	1	1	12
	F	-	-	1	-	-	1
Rubber and elastic goods,	T	4	1	-	3	-	8
	M	4	-	-	3	-	7
	F	-	1	-	-	-	1
Saddlery and harness,	T	11	2	-	2	-	15
	M	10	2	-	2	-	14
	F	1	-	-	-	-	1
Salesmen and saleswomen,	T	26	14	6	-	-	46
	M	23	11	5	-	-	39
	F	3	3	1	-	-	7
Shipbuilding,	M	15	2	2	3	8	30
Silk and silk goods,	F	-	-	1	-	-	1
Stone,	M	17	9	15	8	6	55
Straw and palm leaf goods,	T	3	-	-	-	-	3
	M	1	-	-	-	-	1
	F	2	-	-	-	-	2
Students,	T	3	2	1	-	-	6
	M	1	2	1	-	-	4
	F	2	-	-	-	-	2
Tallow, candles, soap, and grease,	M	-	-	3	2	-	5
Tobacco, snuff, and cigars,	M	8	3	6	2	1	20
Wooden goods,	M	32	4	11	5	6	58
Woollen goods,	T	19	14	66	31	24	154
	M	13	12	31	31	24	111
	F	6	2	35	-	-	43
Dependents, n. s. (inmates, patients, etc.),	T	5,425	922	3,743	624	972	11,686
	M	2,294	519	789	624	972	5,198
	F	3,131	403	2,954	-	-	6,488
THE STATE,	T	9,978	1,839	8,523	1,579	1,940	23,859
	M	4,446	1,132	1,984	1,579	1,940	11,081
	F	5,532	707	6,539	-	-	12,778

Of the whole number, 23,859, there were 11,081, or 46.44 per cent, males, and 12,778, or 53.56 per cent, females. It will be noted that for 11,686, or 48.98 per cent, no occupations were reported. The greater number of these were in public institutions, and the agents were not able to interview each inmate and ascertain the occupation followed by him or her prior to dependency.

Considering the male dependents, we find the largest class to be the unskilled laborers, numbering 1,308; the boot and shoe industry supplies 524; the building trades, 491; the farmers, 478, to which should be added the farm laborers, aggregating 679; next follow, in numerical prominence, the army, 277; carriers on roads, 212; carriers on seas and rivers, 187; metal workers, 182; cotton goods operatives, 179; merchants and dealers,

159; machines and machinery, 138; accountants, bookkeepers, clerks, etc., 114; woollen goods operatives, 111; leather workers, 107; and fishermen, 105.

Under females, the pre-eminent line is that of the housewives, with 4,758. This line needs explanation, but the statistics secured do not supply a satisfactory one. It may be inferred, however, that a great many in this class are mothers or grandmothers, who, having lost their husbands, are obliged to depend upon their children or other relatives. Being for the most part widows, and never having been engaged in any productive industry, when they arrive at an advanced age they have no calling to which to turn as a means of support. They are not paupers, as are those who have been committed to town almshouses and State institutions. As a rule, no doubt, they are welcome and beloved members of the family circles to which they are attached, and perform many services for which an outlay of money would be required if they were not at hand to render them. It may be stated further, that doubtless many of them receive pensions, or have small incomes, which keep them from being entirely dependent upon their relatives or friends.

Descent and Place of Birth: By Length of Residence.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	NATIVE DESCENT.	5	2	7
2	Born in Massachusetts,	2	1	3
3	Born in Other States,	2	1	3
4	Born in Foreign Countries,	1	-	1
5	IRISH DESCENT.	6	23	29
6	Born in Ireland,	6	22	28
7	Born in Other Foreign Countries,	-	1	1
8	Born in the United States,	-	-	-
9	CANADIAN-FRENCH DESCENT.	34	23	57
10	Born in Canada (French),	33	23	56
11	Born in Other Foreign Countries,	1	-	1
12	Born in the United States,	-	-	-
13	ENGLISH DESCENT.	4	5	9
14	Born in England,	3	2	5
15	Born in Other Foreign Countries,	1	3	4
16	Born in the United States,	-	-	-
17	GERMAN DESCENT.	2	2	4
18	Born in Germany,	2	2	4
19	Born in Other Foreign Countries,	-	-	-
20	Born in the United States,	-	-	-
21	SCOTCH DESCENT.	-	10	10
22	Born in Scotland,	-	7	7
23	Born in Other Foreign Countries,	-	3	3
24	Born in the United States,	-	-	-

To the housewives should be added the domestic servants in private families and those engaged in housework, these two classes aggregating 859. The former of these is a gainful occupation, but housework is not; that is, no specified compensation is ever given in connection with this occupation. The majority of those so engaged give their services for a home, to secure an education, or to eke out a meagre income derived from some home industry, which would not of itself supply them with sufficient means of support.

The next in prominence are clothing employés, 157; personal service, 124; and dealers, 102.

Of the whole number, 23,859, those native born of native descent comprised 9,978, or 41.82 per cent; native born, foreign descent, 1,839, or 7.71 per cent; foreign born, 8,523, or 35.72 per cent; foreign born, naturalized, 1,579, or 6.62 per cent; and foreign born, alien, 1,940, or 8.13 per cent. The total native born numbered 11,817, or 49.53 per cent of the total, and the foreign born 12,042, or 50.47 per cent.

The next table presents the descent and place of birth by periods of length of residence in the United States.

Descent and Place of Birth: By Length of Residence.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over			Males	Females	Both Sexes	
Males	Females	Both Sexes	Males	Females	Both Sexes				
14	9	23	4,443	5,566	10,009	4,462	5,577	10,039	1
11	3	14	2,202	2,574	4,776	2,215	2,578	4,793	2
3	3	6	2,226	2,950	5,176	2,231	2,954	5,185	3
-	3	3	15	42	57	16	45	61	4
102	112	214	3,996	4,389	8,385	4,104	4,524	8,628	5
98	100	198	3,059	3,827	6,886	3,163	3,949	7,112	6
-	12	12	116	187	263	116	150	266	7
4	-	4	821	425	1,246	825	425	1,250	8
83	73	156	588	375	963	705	471	1,176	9
83	73	156	588	349	897	654	445	1,099	10
-	-	-	5	-	5	6	-	6	11
-	-	-	45	26	71	45	26	71	12
23	32	55	491	526	1,017	518	563	1,081	13
18	24	42	338	348	686	359	374	733	14
5	8	13	37	80	117	43	91	134	15
-	-	-	116	98	214	116	98	214	16
22	18	40	214	217	431	238	237	475	17
22	16	37	193	182	375	217	199	416	18
-	3	3	1	5	6	1	8	9	19
-	-	-	20	30	50	20	30	50	20
15	30	45	156	238	394	171	278	449	21
10	19	29	85	143	228	95	160	254	22
5	11	16	36	58	94	41	72	113	23
-	-	-	35	37	72	35	37	72	24

Descent and Place of Birth: By Length of Residence — Continued.

	DESCENT AND PLACE OF BIRTH.	LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	CANADIAN-ENGLISH DESCENT.	1	3	4
2	Born in Canada (English),	1	3	4
3	Born in Other Foreign Countries,	-	-	-
4	Born in the United States,	-	-	-
5	NOVA SCOTIAN DESCENT.	6	3	9
6	Born in Nova Scotia,	6	2	8
7	Born in Other Foreign Countries,	-	1	1
8	Born in the United States,	-	-	-
9	SWEDISH DESCENT.	1	1	2
10	Born in Sweden,	1	1	2
11	Born in Other Foreign Countries,	-	-	-
12	Born in the United States,	-	-	-
13	PORTUGUESE DESCENT.	8	4	12
14	Born in Portugal,	8	4	12
15	Born in the United States,	-	-	-
16	PROVINCIAL (NEW BRUNSWICK) DESCENT.	2	3	5
17	Born in New Brunswick,	2	3	5
18	Born in Other Foreign Countries,	-	-	-
19	Born in the United States,	-	-	-
20	RUSSIAN DESCENT.	4	2	6
21	Born in Russia,	4	2	6
22	Born in Other Foreign Countries,	-	-	-
23	Born in the United States,	-	-	-
24	ITALIAN DESCENT.	8	3	11
25	Born in Italy,	8	3	11
26	Born in the United States,	-	-	-
27	FRENCH DESCENT.	-	1	1
28	Born in France,	-	1	1
29	Born in Other Foreign Countries,	-	-	-
30	Born in the United States,	-	-	-
31	POLISH DESCENT.	-	1	1
32	Born in Poland,	-	1	1
33	PROVINCIAL (NEWFOUNDLAND) DESCENT.	-	1	1
34	Born in Newfoundland,	-	1	1
35	Born in the United States,	-	-	-
36	PROVINCIAL (PRINCE EDWARD ISLAND) DESCENT.	1	2	3
37	Born in Prince Edward Island,	-	2	2
38	Born in Other Foreign Countries,	-	-	-
39	Born in the United States,	1	-	1
40	WELSH DESCENT.	-	-	-
41	Born in Wales,	-	-	-
42	Born in the United States,	-	-	-
43	OTHER FOREIGN DESCENT.	1	2	3
44	Born in Other Foreign Countries,	1	2	3
45	Born in the United States,	-	-	-

Descent and Place of Birth: By Length of Residence — Continued.

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
9	16	25	73	146	219	83	165	248	1
9	16	25	45	114	159	55	133	188	2
-	-	-	2	4	6	2	4	6	3
-	-	-	26	28	54	26	28	54	4
8	19	27	80	125	205	94	147	241	5
8	18	26	65	111	176	79	131	210	6
-	1	1	5	5	10	5	7	12	7
-	-	-	10	9	19	10	9	19	8
15	18	33	51	53	104	67	72	139	9
15	17	32	45	46	91	61	64	125	10
-	1	1	-	1	1	-	2	2	11
-	-	-	6	6	12	6	6	12	12
11	8	19	60	45	105	79	57	136	13
11	8	19	52	42	94	71	54	125	14
-	-	-	8	8	11	8	8	11	15
4	8	12	42	46	88	48	57	105	16
4	8	12	36	40	76	42	51	93	17
-	-	-	-	2	2	-	2	2	18
-	-	-	6	4	10	6	4	10	19
12	27	39	23	29	52	39	58	97	20
12	27	39	22	28	50	38	57	95	21
-	-	-	1	-	1	1	-	1	22
-	-	-	-	1	1	-	1	1	23
13	11	24	30	22	52	51	36	87	24
13	11	24	26	20	46	47	34	81	25
-	-	-	4	2	6	4	2	6	26
4	3	7	36	42	78	40	46	86	27
4	2	6	16	16	32	20	19	39	28
-	1	1	12	8	20	12	9	21	29
-	-	-	8	18	26	8	18	26	30
4	9	13	8	22	30	12	32	44	31
4	9	13	8	22	30	12	32	44	32
4	8	12	16	12	28	20	21	41	33
4	8	12	12	12	24	16	21	37	34
-	-	-	4	-	4	4	-	4	35
-	4	4	7	19	26	8	25	33	36
-	4	4	6	16	22	6	22	28	37
-	-	-	-	1	1	-	1	1	38
-	-	-	1	2	3	2	2	4	39
1	-	1	9	10	19	10	10	20	40
1	-	1	7	9	16	8	9	17	41
-	-	-	2	1	3	2	1	3	42
11	10	21	320	390	710	332	402	734	43
11	10	21	305	373	678	317	385	702	44
-	-	-	15	17	32	15	17	32	45

*Descent and Place of Birth : By Length of Residence — Concluded.**Recapitulation.*

THE STATE AND DESCENT.		LENGTH OF RESIDENCE IN THE UNITED STATES		
		1 Year or Less		
		Males	Females	Both Sexes
1	THE STATE.	88	91	174
2	Native,	5	2	7
3	Irish,	6	23	29
4	Canadian-French,	34	23	57
5	English,	4	5	9
6	German,	2	2	4
7	Scotch,	-	10	10
8	Canadian-English,	1	3	4
9	Nova Scotian,	6	3	9
10	Swedish,	1	1	2
11	Portuguese,	8	4	12
12	Provincial (New Brunswick),	2	3	5
13	Russian,	4	2	6
14	Italian,	8	3	11
15	French,	-	1	1
16	Polish,	-	1	1
17	Provincial (Newfoundland),	-	1	1
18	Provincial (Prince Edward Island),	1	2	3
19	Welsh,	-	-	-
20	Other foreign,	1	2	3

Those of native descent number 10,039, or 42.08 per cent; Irish descent, 8,628, or 36.16 per cent; Canadian-French, 1,176, or 4.93 per cent; English, 1,081, or 4.53 per cent. These four descents aggregate 20,924, or 87.70 per cent of the total number of dependents. Combining the sexes, 174, or 0.73 per cent, had lived in the United States one year

Number of Dependents Compared with Productive Population.

THE STATE AND DESCENT.	Productive Pop- ulation	Number	Percentages
THE STATE.	1,079,090	23,859	2.21
Native,	405,124	10,039	2.48
Irish,	309,696	8,628	2.79
Canadian-French,	83,656	1,176	1.41
English,	67,024	1,081	1.61
Canadian-English,	30,457	248	0.81
German,	28,907	475	1.64
Nova Scotian,	28,648	241	0.84
Scotch,	25,039	449	1.79
Swedish,	19,181	139	0.72
Russian,	12,407	97	0.78

The dependents of Irish descent form 2.79 per cent of the whole number of Irish descent in the State engaged in productive industries; the comparative percentage for native descent is 2.48; those of French descent form 2.05 per cent; the Scotch come next, with a percentage of 1.79.

*Descent and Place of Birth: By Length of Residence — Concluded.**Recapitulation.*

LENGTH OF RESIDENCE IN THE UNITED STATES						AGGREGATES			
Over 1 Year but under 6 Years			6 Years and Over						
Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	
355	415	770	10,643	12,272	22,915	11,081	12,778	23,859	1
14	9	23	4,443	5,566	10,009	4,462	5,577	10,039	2
102	112	214	3,996	4,389	8,385	4,104	4,524	8,628	3
83	73	156	588	875	963	706	471	1,176	4
23	32	55	491	526	1,017	518	563	1,081	5
22	18	40	214	217	431	238	237	475	6
16	30	45	156	238	394	171	278	449	7
9	16	25	73	146	219	83	165	248	8
8	19	27	80	125	205	94	147	241	9
16	18	33	51	53	104	67	72	139	10
11	8	19	60	45	105	79	57	136	11
4	8	12	42	46	88	48	57	105	12
12	27	39	23	29	52	39	58	97	13
13	11	24	30	22	52	51	36	87	14
4	3	7	36	42	78	40	46	86	15
4	9	13	8	22	30	12	32	44	16
4	8	12	16	12	28	20	21	41	17
-	4	4	7	19	26	8	25	33	18
1	-	1	9	10	19	10	10	20	19
11	10	21	320	390	710	332	402	734	20

or less; 770, or 3.23 per cent, one year but under six; 22,915, or 96.04 per cent, six years or over.

Comparing the descent and place of birth of dependents with the whole number of such descents engaged in productive occupations, we secure a most interesting table.

Number of Dependents Compared with Productive Population — Concluded.

THE STATE AND DESCENT.	Productive Population	Number	Percentages
THE STATE — Con.			
Italian,	10,966	87	0.79
Portuguese,	10,011	136	1.36
Provincial (New Brunswick),	9,487	105	1.11
Pollak,	5,244	44	0.84
Provincial (Prince Edward Island),	4,725	33	0.70
French,	4,191	86	2.05
Provincial (Newfoundland),	4,137	41	0.99
Welsh,	1,223	20	1.64
Other foreign,	18,977	734	3.87

The question as to the conjugal condition of dependents is an important one, and the facts relating thereto are brought out in the next table.

*Conjugal Condition of the Dependents: By Sex, Native and Foreign Born
and Age Periods.*

SEX, NATIVE AND FOREIGN BORN, AND AGE PERIODS.	SINGLE		MARRIED		UNKNOWN		TOTALS	
	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages.
Males.	6,242	56.33	4,664	42.09	175	1.58	11,081	100.00
<i>Native Born.</i>	3,704	66.40	1,816	32.56	58	1.04	5,578	100.00
20 but under 60 years, . . .	2,206	39.54	764	13.70	37	0.66	3,007	53.90
60 years and over, . . .	1,498	26.86	1,052	18.86	21	0.38	2,571	46.10
<i>Foreign Born.</i>	2,538	46.12	2,848	51.75	117	2.13	5,503	100.00
20 but under 60 years, . . .	870	15.81	988	17.95	80	1.46	1,938	35.22
60 years and over, . . .	1,668	30.31	1,860	33.80	37	0.67	3,565	64.78
Females.	10,563	82.67	2,130	16.67	85	0.66	12,778	100.00
<i>Native Born.</i>	5,290	84.79	921	14.76	23	0.45	6,239	100.00
20 but under 60 years, . . .	1,575	25.25	520	8.33	18	0.29	2,113	33.87
60 years and over, . . .	3,715	59.54	401	6.43	10	0.16	4,126	66.13
<i>Foreign Born.</i>	5,273	80.64	1,209	18.49	57	0.87	6,539	100.00
20 but under 60 years, . . .	1,356	20.74	605	9.25	40	0.61	2,001	30.60
60 years and over, . . .	3,917	59.90	604	9.24	17	0.26	4,538	69.40
Both Sexes.	16,805	70.43	6,794	28.48	260	1.09	23,859	100.00
<i>Native Born.</i>	8,994	76.11	2,737	23.16	86	0.73	11,817	100.00
20 but under 60 years, . . .	3,781	32.00	1,284	10.86	55	0.47	5,120	43.33
60 years and over, . . .	5,213	44.11	1,453	12.30	31	0.26	6,697	56.67
<i>Foreign Born.</i>	7,811	64.86	4,057	33.09	174	1.45	12,042	100.00
20 but under 60 years, . . .	2,226	18.48	1,593	13.23	120	1.00	3,939	32.71
60 years and over, . . .	5,585	46.38	2,464	20.46	54	0.45	8,108	67.29

Of the males, 6,242, or 56.33 per cent, were single (including the widowed); 4,664, or 42.09 per cent, were married (including the divorced). Of the females, 10,563, or 82.67 per cent, were single or widowed; 2,130, or 16.67 per cent, were married or divorced. Combining the sexes, 16,805, or 70.43 per cent, were single (including the widowed); and 6,794, or 28.48 per cent, were married (including divorced persons).

Of the males, 4,945, or 44.63 per cent, were 20 but under 60 years of age, and 6,136, or 55.37 per cent, were 60 years of age or over. Of the females, 4,114, or 32.20 per cent, were 20 but under 60 years of age; and 8,664, or 67.80 per cent, were 60 years of age and over. Considering both sexes, we find that 9,059, or 37.97 per cent, were 20 but under 60 years; and 14,800, or 62.03 per cent, 60 years of age and over.

Before closing the subject, attention is again called to the explanations which accompany the figures, and which are intended as a guide to a proper interpretation. Statistics should never be used for purposes of illustration or comparison without due reference to the limitations mentioned in the prefatory notes to the tables, or to the analyses of the figures contained in them.

QUARTERLY RECORD OF STRIKES.

The industrial disputes occurring in Massachusetts during the fourth quarter of 1902 were few in number and of minor importance. The total number of strikes was 38, by months as follows: October, 16; November, 13; and December, nine. One strike which was started during the preceding quarter terminated in this quarter. This number is very much smaller than for any other quarter in 1902, and is smaller by three than the number of strikes occurring during the corresponding quarter in 1901. Taken as a whole, the disputes were of short duration, and involved but few workmen as compared with previous records.

A condensed summary of the causes and results of the strikes follows:

CAUSES OF STRIKES.	RESULTS OF STRIKES					Total Strikes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	1	7	3	2	1	14
Hours of labor,.	2	-	2	1	-	5
Wages and hours,	-	-	1	-	-	1
Other causes,	6	8	8	-	1	18
TOTALS,	9	10	14	3	2	38

The aggregate number involved in 30 of the disputes was 1,230, the total number of working-days lost being about 14,500.

The cities and towns wherein industrial disputes took place, together with the number occurring in each, are as follows: Boston, six; Springfield, three; the following, two disputes each: Fall River, Haverhill, Lowell, Lynn, Northampton, Spencer, and Whitman. The following cities and towns had one dispute each: Blackstone, Canton, Clinton, Dalton, Dedham, Easton, Gardner, Gloucester, Greenfield, Lawrence, Lenox, North Attleborough, Palmer, Pittsfield, and Worcester.

The class of workmen and industries involved, with the number of disputes in each case, follow: building trades and the boot and shoe industry, eight each; textile industry, four; rubber workers, employés in printing, publishing, and bookbinding establishments, laborers, metal workers, and machinists, two each; granite workers, leather workers, clothing employés, paper operatives, teamsters, jewelry workers, employés on food preparations, and box makers, one each.

STRIKES AND LOCKOUTS IN MASSACHUSETTS FOR TWENTY YEARS.

The history of strikes and lockouts in Massachusetts from 1830 to 1879, inclusive, was published in the Report of the Bureau for 1880. In the Report for 1888 the information was brought up to the year 1886. In this article the facts cover a period of 20 years from 1881 to 1900, inclusive, the figures having been compiled from the Sixteenth Annual Report of the United States Commissioner of Labor.

In the 20 years under consideration there were 1,705 strikes and 97 lockouts reported for the Commonwealth, this being an average of 85 strikes and five lockouts per year. With the exception of New York, Pennsylvania, and Illinois, Massachusetts had more strikes during the period covered than any other State in the Union. In regard to the num-

Strikes and Lockouts in Massachusetts: By Years.

YEARS.	Total Strikes and Lockouts	ORDERED BY ORGANIZATIONS		ESTABLISHMENTS			
		Yes	No	Number	Number Closed	Aggregate Days Closed	Average Days Closed
1 1881,	15	4	11	85	27	129	4.8
2 1882,	26	7	19	78	67	1,122	16.7
3 1883,	15	9	6	45	33	1,189	36.0
4 1884,	33	16	17	48	28	1,869	66.8
5 1885,	50	33	17	109	87	2,803	32.2
6 1886,	185	73	62	836	638	15,500	24.3
7 1887,	142	64	78	456	198	2,069	10.4
8 1888,	100	60	40	172	65	1,862	28.6
9 1889,	180	69	61	238	111	1,760	15.9
10 1890,	158	98	60	566	219	11,523	52.6
11 1891,	145	68	77	244	68	1,003	14.8
12 1892,	162	83	79	585	301	6,259	20.8
13 1893,	175	97	78	383	152	1,938	12.8
14 1894,	131	78	53	294	174	3,807	21.9
15 1895,	74	42	32	223	100	977	9.8
16 1896,	47	31	16	99	10	127	12.7
17 1897,	65	37	28	167	26	392	15.1
18 1898,	43	26	17	90	31	1,518	49.0
19 1899,	77	44	33	409	83	818	9.9
20 1900,	79	52	27	512	333	10,116	30.4
21 TOTALS,	1,802	991	811	5,639	2,751	66,781	24.8
22 Yearly average, . . .	90	50	41	282	138	3,339	24.3

* The totals of the three columns under this section do not add to the total number

In the aggregate, there were 1,802 strikes and lockouts; 991, or 54.99 per cent, were ordered by organizations (976 inaugurated by trades unions

ber of lockouts, Massachusetts, with 97, ranks third, being exceeded by New York with 216, and Pennsylvania with 117. Expressed in percentages, Massachusetts had 7.48 of the total strikes occurring in the United States during the 20-year period under consideration, and 9.65 of the total lockouts. The largest number of strikes occurring in any one year was 169 in 1893, the largest number of lockouts being 18 in 1886.

For purposes of condensation, we have combined the separate data for strikes and lockouts, and will consider them together in this presentation. Indeed, these two classes of industrial disputes seem practically alike, the chief distinction being that in the case of a strike the employes take the initiative by refusing to work unless some condition or demand is granted, while in a lockout the employer takes the initiative by refusing to allow the employes to work unless some condition indicated by him is first complied with.

In this presentation, minor disturbances have been disregarded, as the misunderstandings in many cases caused but a short cessation of work, and no material financial loss.

The following table shows important facts concerning the disputes, by years:

Strikes and Lockouts in Massachusetts: By Years.

DAYS UNTIL STRIKERS OR EMPLOYEES LOCKED-OUT WERE RE-EMPLOYED OR PLACES FILLED BY OTHERS		* ESTABLISHMENTS IN WHICH STRIKES AND LOCKOUTS —			EMPLOYEES' —		Loss of Employers	
Aggregate	Average	Succeeded	Succeeded Partly	Failed	Wage Loss	Assistance		
363	10.4	15	12	8	\$50,779	\$12,265	\$39,235	1
1,204	15.4	66	1	11	941,183	14,007	524,245	2
1,392	30.9	19	1	25	181,230	6,785	32,720	3
2,538	52.9	14	1	33	708,764	37,016	144,380	4
4,665	42.3	81	4	24	1,063,692	42,149	356,760	5
32,643	39.0	244	439	153	2,090,326	291,162	1,527,216	6
9,281	20.4	140	85	231	1,039,797	174,797	584,799	7
5,522	32.1	82	10	80	393,654	58,024	217,994	8
6,914	24.0	57	36	195	642,520	54,373	202,414	9
23,915	42.3	234	14	268	889,708	150,904	561,904	10
4,066	16.7	80	66	98	220,126	18,101	156,030	11
24,555	42.0	249	137	199	1,207,160	196,525	335,624	12
5,750	15.0	212	32	139	324,462	40,303	147,607	13
7,745	26.3	155	56	83	2,865,333	142,861	927,237	14
4,792	21.5	105	38	80	619,565	48,950	160,825	15
3,868	39.1	31	12	56	301,530	31,870	145,835	16
3,904	23.4	39	5	123	429,767	23,337	236,385	17
3,630	40.3	4	2	84	2,130,634	87,610	790,425	18
11,677	28.6	148	171	90	482,398	16,700	138,925	19
19,462	38.0	356	10	142	597,615	188,458	536,000	20
177,886	31.5	2,381	1,132	2,122	\$17,780,193	\$1,586,642	\$7,716,560	21
8,894	31.5	119	57	106	\$839,010	\$79,332	\$385,828	

of establishments, as strikes were pending in four establishments on Jan. 1, 1901.

and 15 by employers' associations). The establishments involved numbered 5,639; of these, 2,751 were closed an average of 24.3 days. The

aggregate duration of the disputes was 177,886 days, or an average of 31.5 days for each establishment. The number of establishments in which strikes and lockouts succeeded was 2,381, or 42.22 per cent of the total establishments involved; in 1,132 establishments, or 20.07 per cent, the disputes were partially successful; and in 2,122 establishments, or 37.63 per cent, the disputes failed. On the whole, the wage loss to employés was \$17,780,193, while the assistance rendered them by their labor organizations and others aggregated \$1,586,642; the financial loss of employers aggregated \$7,716,560.

It may be stated here that the computation of the wage loss was based upon the number of employés thrown out of employment, their average wage, and the number of working-days which elapsed before they returned to work, or their places were filled by others. The em-

Employés involved in Strikes and Lockouts: By Years.

	YEARS.	EMPLOYÉS BEFORE STRIKES OR LOCKOUT		
		Males	Females	Both Sexes
1	1881,	4,264	870	5,134
2	1882,	8,783	5,580	14,363
3	1883,	3,465	2,370	5,835
4	1884,	8,332	7,062	15,394
5	1885,	17,732	8,364	26,096
6	1886,	46,657	18,005	64,662
7	1887,	44,601	16,034	60,635
8	1888,	23,224	14,086	37,310
9	1889,	28,331	22,817	51,148
10	1890,	31,684	9,499	41,183
11	1891,	24,647	13,279	37,926
12	1892,	42,092	23,837	65,929
13	1893,	26,318	18,064	44,382
14	1894,	49,973	33,664	83,637
15	1895,	22,188	15,103	37,291
16	1896,	13,181	5,215	18,396
17	1897,	17,626	5,612	23,238
18	1898,	27,409	18,255	45,664
19	1899,	33,980	20,698	54,678
20	1900,	31,259	12,939	44,198
21	TOTALS,	505,746	271,298	777,044
22	Yearly average,	25,287.3	13,565	38,852

It will be seen from the table that in the aggregate 253,457 employés were directly involved in labor disturbances during the 20 years under consideration. The employés thrown out of employment by strike or lockout numbered 384,451, 264,537 being males and 119,914 females. The new employés hired after strike or lockout numbered 39,189. The year in which the largest number of employés was involved was 1894.

ployers' loss was obtained directly from the firms, and in many cases was estimated.

The yearly average for these different facts may be seen by reference to the table. By years, the largest number of disputes was 175 in 1893, a year of great industrial depression; but, judging from the figures, which show fewer establishments involved than in some other years, much shorter lapse of time before strikers returned to work or places were filled, and comparatively small financial loss, both to employes and employers, the disturbances could neither have been of a serious nature, nor have affected many employes.

The next table shows the employes, both directly and indirectly involved in the disputes, by years, and in the aggregate for the entire period; also the yearly average.

Employes involved in Strikes and Lockouts: By Years.

Number of Strikers and Employes Locked-out	EMPLOYES THROWN OUT OF EMPLOYMENT			NEW EMPLOYES AFTER STRIKE OR LOCKOUT				
	Males	Females	Both Sexes	Males	Females	Both Sexes	Brought from Other Places	
1,538	1,861	488	2,344	147	6	153	78	1
4,781	7,701	4,538	12,239	1,268	-	1,268	1,200	2
2,629	2,524	1,971	4,495	102	39	141	50	3
3,179	5,907	5,328	11,730	511	261	772	266	4
7,103	15,652	6,809	22,461	688	69	707	341	5
33,581	33,594	10,368	43,962	4,271	578	4,844	2,653	6
20,045	22,714	8,178	30,887	3,221	464	3,685	2,821	7
7,725	9,756	3,891	13,647	1,194	76	1,270	486	8
17,244	16,529	18,119	28,648	1,758	294	2,047	1,251	9
15,542	17,090	2,975	20,065	3,018	316	3,334	1,364	10
9,511	9,667	2,216	11,883	1,367	263	1,630	478	11
14,926	14,140	3,617	17,757	2,694	337	3,031	1,599	12
9,253	9,606	3,914	13,520	1,537	233	1,770	406	13
44,245	33,475	26,304	59,779	3,163	892	4,055	1,916	14
12,241	9,704	6,069	15,763	943	235	1,178	166	15
3,313	5,171	1,586	6,757	1,110	172	1,282	222	16
6,529	7,349	1,375	9,224	1,661	378	2,039	173	17
20,547	18,748	11,203	29,951	2,863	727	3,590	462	18
3,401	10,096	2,496	12,591	1,242	70	1,312	30	19
12,024	14,253	2,295	16,548	1,040	46	1,086	497	20
253,457	264,587	119,914	384,451	33,738	5,451	39,189	15,843	21
12,673	13,227	5,996	19,223	1,687	273	1,960	792	22

In this year there were 83,627 employes in the establishments considered before the strike or lockout; there were 44,245 strikers, and 59,779 employes thrown out of employment.

The next presentation shows particular facts relating to the strikes and lockouts for the entire period, by industries.

Summary of Strikes and Lockouts: By Industries.

	INDUSTRIES.	Total Strikes and Lockouts	ORDERED BY ORGANIZATIONS		ESTABLISHMENTS			
			Yes	No	Number	Number Closed	Aggregate Days Closed	Average Days Closed
1	Boots and shoes,	506	392	114	845	384	9,218	24.0
2	Brewing,	9	8	1	42	3	6	1.7
3	Brick,	8	-	8	9	5	16	3.2
4	Building trades,	186	145	41	1,943	1,164	21,692	18.6
5	Carpeting,	16	5	11	16	9	183	20.8
6	Carriages and wagons,	5	3	2	66	54	564	11.0
7	Clothing,	128	80	48	416	324	3,972	12.3
8	Cooperage,	1	1	-	1	-	-	-
9	Cotton and woollen goods,	21	2	19	54	5	229	57.3
10	Cotton goods,	249	54	195	345	144	5,211	36.2
11	Domestic service,	6	3	3	6	-	-	-
12	Food preparations,	3	4	4	15	-	-	-
13	Furniture,	31	19	12	59	6	149	24.8
14	Glass,	15	13	2	15	5	246	49.2
15	Leather and leather goods,	59	32	27	155	43	1,468	34.1
16	Lumber,	1	-	1	1	1	6	6.0
17	Machines and machinery,	27	15	12	65	18	494	27.4
18	Metals and metallic goods,	92	44	48	249	102	1,093	10.7
19	Musical instruments,	6	4	2	6	-	-	-
20	Paper and paper goods,	5	-	5	5	1	7	7.0
21	Pottery, earthenware, etc.,	1	-	1	1	-	-	-
22	Printing and publishing,	23	12	11	42	7	218	31.1
23	Public ways construction,	22	2	20	26	11	46	4.2
24	Public works construction,	21	2	19	21	7	18	2.6
25	Rope and bagging,	2	-	2	2	-	-	-
26	Rubber goods,	27	11	16	27	13	325	25.0
27	Shipbuilding, etc.,	13	7	6	74	39	487	12.5
28	Silk goods,	11	3	8	11	3	58	19.3
29	Stone quarrying and cutting,	77	59	18	759	269	17,787	66.1
30	Telegraph and telephone,	5	1	4	5	-	-	-
31	Tobacco,	38	30	8	85	59	2,118	35.9
32	Transportation,	31	10	21	38	12	34	2.8
33	Trunks and valises,	1	-	1	1	1	7	7.0
34	Watches,	2	-	2	2	-	-	-
35	Wooden goods,	10	5	5	39	3	6	2.0
36	Woollen and worsted goods,	84	9	75	86	33	654	19.8
37	Miscellaneous,	55	16	39	107	26	440	16.9
38	TOTALS,	1,802	991	811	5,639	2,751	66,781	24.3

* The totals of the three columns under this section do not add to the total number

The largest number of strikes and lockouts in Massachusetts during the 20 years under consideration occurred in the boot and shoe industry, there being 506 disputes; 392 of these, or 77.47 per cent, were ordered by organizations. The largest financial loss to employes and employers was also found to be in this industry; the wage loss to employes aggregated \$6,056,376; assistance rendered employes, \$503,673; while the loss of employers totalized \$2,277,063.

The next largest number of disputes occurred in Cotton Goods, there being 249 disturbances in this industry, 54 of which were ordered by organizations. The wage loss to employes in this industry was \$4,398,-

Summary of Strikes and Lockouts: By Industries.

DAYS UNTIL STRIKERS OR EMPLOYEES LOCKED-OUT WERE RE-EMPLOYED OR PLACES FILLED BY OTHERS		* ESTABLISHMENTS IN WHICH STRIKES AND LOCKOUTS—			EMPLOYEES'—		Loss of Employers	
Aggregate	Average	Succeeded	Succeeded Partly	Failed	Wage Loss	Assistance		
23,474	27.8	298	69	478	\$6,056,376	\$503,673	\$2,277,068	1
119	2.8	32	1	9	24,904	17,271	16,525	2
31	3.4	1	—	8	1,141	—	635	3
42,275	21.8	741	599	603	768,609	95,578	996,378	4
286	17.9	1	3	12	253,839	2,950	118,555	5
1,136	17.2	59	1	6	21,675	852	15,422	6
9,440	22.7	333	6	72	299,750	20,280	73,284	7
1	1.0	—	—	1	484	—	11	8
810	15.3	2	3	49	1,095,948	35,475	612,110	9
8,667	25.1	77	58	208	4,398,453	143,665	1,055,327	10
10	1.7	1	—	5	755	314	500	11
693	46.2	6	1	8	87,842	11,000	93,700	12
895	16.9	21	3	35	127,282	7,785	48,025	13
470	31.3	5	—	10	112,772	18,560	29,175	14
12,256	79.1	91	6	58	955,895	162,970	555,659	15
91	91.0	—	—	1	11,250	—	9,000	16
1,822	28.0	17	17	31	238,559	18,425	174,704	17
5,097	20.5	115	34	98	405,415	80,972	146,425	18
73	12.0	1	1	4	18,902	9,350	2,000	19
18	3.6	1	—	4	1,149	—	100	20
1	1.0	1	—	—	14	—	—	21
1,243	29.7	18	1	23	39,363	7,546	49,475	22
99	3.8	15	—	11	8,711	—	1,060	23
71	3.4	9	2	10	24,616	—	25,087	24
24	12.0	1	—	1	5,615	310	5,000	25
1,001	37.1	3	7	17	279,375	28,300	185,000	26
1,167	15.8	46	10	18	49,485	—	12,677	27
407	37.0	2	1	8	55,948	800	43,875	28
53,937	77.7	359	267	183	1,866,194	329,146	690,628	29
16	3.2	2	1	2	1,568	—	600	30
2,658	31.3	60	1	24	164,414	51,729	104,185	31
294	7.7	7	3	28	59,453	15,206	117,533	32
7	7.0	—	—	1	108	—	—	33
3	1.5	—	—	2	100	—	—	34
1,188	30.5	6	—	33	7,082	2,860	12,475	35
1,614	18.8	32	10	44	238,677	3,225	144,062	36
1,483	13.9	13	27	67	98,920	17,900	102,305	37
177,886	31.5	2,381	1,132	2,122	\$17,780,193	\$1,586,642	\$7,716,560	38

of establishments, as strikes were pending in four establishments on Jan. 1, 1901.

453; assistance given them amounted to \$143,665; while the loss of employers aggregated \$1,055,327.

The building trades rank third in prominence as to number of disturbances occurring during the period covered. There were 186 strikes and lockouts in this industry, 145, or 77.96 per cent, being ordered by organizations. The number of establishments closed was 1,164, the aggregate number of days closed being 21,692, or an average of 18.6 days for each establishment. The duration of time before the strikers returned to work or their places were filled by others aggregated 42,275 days, or 21.8 days for each establishment. Strikes succeeded in 741 establish-

ments; partially succeeded in 599; and failed in 603. The wage loss to employes was \$763,609; assistance rendered employes, \$95,578; loss of employers amounted to \$996,378.

Employes involved in Strikes and Lockouts: By Industries.

	INDUSTRIES.	EMPLOYES BEFORE STRIKE OR LOCKOUT		
		Males	Females	Both Sexes
1	Boots and shoes,	129,901	52,737	181,938
2	Brewing,	2,390	-	2,390
3	Brick,	332	-	332
4	Building trades,	33,650	4	33,654
5	Carpeting,	9,991	12,607	22,298
6	Carriages and wagons,	1,002	2	1,004
7	Clothing,	11,968	9,925	21,913
8	Cooperage,	19	-	19
9	Cotton and woollen goods,	26,502	30,090	56,592
10	Cotton goods,	120,686	136,685	257,571
11	Domestic service,	271	37	308
12	Food preparations,	2,041	21	2,062
13	Furniture,	12,996	1,420	14,116
14	Glass,	2,207	202	2,409
15	Leather and leather goods,	13,122	173	13,295
16	Lumber,	125	-	125
17	Machines and machinery,	11,393	123	11,516
18	Metals and metallic goods,	26,676	851	27,526
19	Musical instruments,	1,375	-	1,375
20	Paper and paper goods,	418	261	679
21	Pottery, earthenware, etc.,	50	-	50
22	Printing and publishing,	2,591	1,080	3,671
23	Public ways construction,	4,740	-	4,740
24	Public works construction,	4,569	1	4,570
25	Rope and bagging,	945	870	1,815
26	Rubber goods,	6,981	4,836	11,817
27	Shipbuilding, etc.,	2,309	-	2,309
28	Silk goods,	919	1,982	2,901
29	Stone quarrying and cutting,	25,859	12	25,871
30	Telegraph and telephone,	748	256	1,004
31	Tobacco,	4,009	1,266	5,265
32	Transportation,	21,019	12	21,031
33	Trunks and valises,	12	-	12
34	Watches,	910	1,690	2,600
35	Wooden goods,	594	4	598
36	Woollen and worsted goods,	16,372	11,861	27,233
37	Miscellaneous,	8,135	2,300	10,435
38	TOTALS,	505,746	271,298	777,044

Considering the same industries which ranked first in prominence as to number of industrial disputes in the preceding table, we find that there were 181,938 employes in the boot and shoe industry in the establishments considered before strike or lockout. The number of strikers was 63,503, while the number of employes thrown out of employment aggregated 102,644, 75,943 being males and 26,701 females. The number of new employes hired after strike or lockout numbered 14,937; of these, 5,367 were brought from localities other than where disturbances occurred.

The facts relating to the number of employes involved in labor disputes for the entire period, by industries, may be seen from the following table :

Employes involved in Strikes and Lockouts: By Industries.

Number of Strikers and Employes Locked-out	EMPLOYES THROWN OUT OF EMPLOYMENT			NEW EMPLOYES AFTER STRIKE OR LOCKOUT				
	Males	Females	Both Sexes	Males	Females	Both Sexes	Brought from Other Places	
63,508	75,943	26,701	102,644	12,161	2,786	14,967	5,867	1
426	426	-	426	188	-	188	122	2
286	277	-	277	14	-	14	-	3
22,621	25,511	-	25,511	2,747	-	2,747	1,122	4
3,899	4,280	6,147	10,427	168	60	228	40	5
846	846	-	846	35	-	35	-	6
15,719	9,755	6,667	16,422	358	226	584	36	7
11	11	-	11	11	-	11	-	8
4,769	5,474	6,711	12,185	741	336	1,077	882	9
66,973	57,719	60,670	118,389	2,567	1,000	3,567	682	10
132	132	-	132	108	-	108	-	11
878	1,425	-	1,425	260	-	260	38	12
3,026	3,966	124	4,090	327	6	333	38	13
750	1,804	69	1,873	135	-	135	98	14
6,752	3,715	146	3,861	2,124	-	2,124	1,770	15
100	125	-	125	50	-	50	-	16
3,352	4,901	-	4,901	799	-	799	402	17
6,465	9,233	64	9,297	1,258	18	1,276	367	18
214	214	-	214	146	-	146	24	19
118	68	60	128	46	29	75	-	20
7	10	-	10	-	-	-	-	21
1,042	1,075	60	1,135	133	20	153	72	22
1,719	1,731	-	1,731	580	-	580	130	23
3,720	3,760	-	3,760	492	-	492	365	24
115	175	180	355	50	-	50	50	25
5,221	5,986	3,777	9,763	497	402	899	466	26
1,190	1,306	-	1,306	138	-	138	-	27
1,417	500	1,518	2,018	40	131	171	120	28
17,063	19,712	-	19,712	2,997	-	2,997	1,305	29
378	378	-	378	5	-	5	-	30
3,396	3,046	1,116	4,162	348	81	429	70	31
6,116	6,131	-	6,131	2,717	-	2,717	2,090	32
12	12	-	12	3	-	3	-	33
30	-	30	30	-	24	24	-	34
402	409	-	409	227	-	227	-	35
6,178	6,005	4,778	10,778	581	280	861	200	36
4,161	3,976	1,151	5,127	707	52	759	37	37
253,457	264,537	119,914	384,451	33,788	5,451	39,189	15,843	38

In Cotton Goods, there were 257,571 employes before the occurrence of labor disagreements; 66,973 employes either struck or were locked-out; 118,389 employes were thrown out of employment; 3,567 new employes were hired after strike.

In the building trades there were 33,654 employes before strike; strikers numbered 22,621; 25,511 employes were thrown out of employment; 2,747 new employes were hired after dispute.

The causes and results of strikes and lockouts, as well as the number

of establishments involved, may be seen from the following table. The causes of disputes have been classified; when more than one question figured in the disturbance, the principal one has been considered in the classification.

Causes and Results of Strikes and Lockouts.

CAUSES.	Establishments	* RESULTS		
		Succeeded	Succeeded Partly	Failed
Wages,	2,623	1,210	393	1,018
Hours of labor,	1,360	402	482	476
Hours of labor and wages,	716	341	228	147
Trade unionism,	417	183	18	221
Shop rules,	176	83	7	84
Change from piece to day work,	109	89	8	12
Reinstatement of employes,	96	27	-	69
Discharge of employes,	66	22	1	43
Sympathy,	55	15	-	40
Other causes,	21	9	-	12
TOTALS,	5,639	2,381	1,132	2,123

* Pending in two establishments.

In 2,623 establishments, the industrial disputes were for wages; in 1,360, for hours of labor; and in 716, for hours of labor and wages. Thus it will be seen that in 4,699 establishments, or 83.33 per cent of the total number involved, wages or hours of labor were the principal cause of dissension. After wages and hours of labor, trade unionism, in one form or another, was the most frequent cause of dispute, there being 417 establishments under this head.

The cities in Massachusetts having the largest number of strikes or lockouts during the 20-year period were Boston, Lynn, Fall River, and Haverhill. Particular facts relating to the number of establishments involved, employes thrown out of employment, and financial loss to employes and employers, are shown in the next table.

CITIES AND NATURE OF DISPUTES.	Total Strikes or Lockouts	Establishments	Employes thrown out of Employment	Wage Loss of Employes	Assistance to Employes by Labor Organizations	Loss of Employers
STRIKES.	664	2,350	139,319	\$4,499,022	\$483,908	\$2,149,749
Boston,	363	2,272	63,164	1,945,333	342,363	1,504,152
Fall River,	146	375	66,424	2,123,252	90,074	451,449
Lynn,	155	203	9,741	430,437	50,969	194,148
LOCKOUTS.	32	192	11,163	349,640	51,550	472,661
Boston,	22	135	3,727	248,034	45,650	412,261
Haverhill,	10	57	7,436	101,606	5,900	60,400

In the preceding table, strikes and lockouts have been considered separately. The number of strikes occurring in Boston was 363, or 21.29

per cent of the total number occurring in Massachusetts during the period under consideration. The next following in numerical order is Lynn, with 155, or 9.09 per cent; Fall River follows, with 146, or 8.56 per cent. The number of strikes occurring in these three cities was 664, or 38.94 per cent of the total number occurring in the Commonwealth.

Of the 97 lockouts in Massachusetts during the 20 years, 22 occurred in Boston, and 10 in Haverhill. It will be seen from the table that the greatest number of employes thrown out of employment was in Fall River (66,424), the wage loss of employes being also heaviest in this city (\$2,123,252). The assistance given employes by labor organizations and others was greatest in Boston, the amount being \$342,865; the loss of employers was also greatest in Boston, totalizing \$1,504,152.

STATISTICAL ABSTRACTS.

Eight-hour Working-day for City Employes.

At the last municipal election in Taunton, held Dec. 2, 1902, it was voted to accept the Act making eight hours a day's work for all laborers, workmen, and mechanics employed by the city. This is in accordance with the provisions of Chap. 106, § 20, of the Revised Laws.

All cities in the Commonwealth have now voted upon and accepted the eight-hour working-day for city employes. In addition to the cities, many towns have also adopted the act.

Railroad Employes in Massachusetts.

The average number of employes on all railroads in Massachusetts during the year 1901 was 53,564. The number of employes injured was 384, comprising 279 trainmen and 105 employed in other capacities. Of the total number of injuries to employes, 61 proved fatal and 323 non-fatal.

The number of passengers injured by accidents in 1901 was 37, of which number four proved fatal. In addition to the 384 employes and 37 passengers killed or injured, 44 persons met with injuries on highway crossings or stations and 146 trespassers were killed or injured. Of the total number injured, 19 were children.—*Railroad Commissioners Report, 1901.*

Textile Industries in Massachusetts.

According to the Twelfth United States Census, there are 511 establishments in Massachusetts in the textile industries. They may be industrially classified as follows: Wool manufactures (excluding hosiery and knit goods), 195; cotton manufactures, 163; hosiery and knit goods, 54; dyeing and finishing, 37; flax, hemp, and jute goods, 28; silk manufactures, 20; cotton small wares, 14. Of the 195 establishments engaged in wool manufactures, 181 make woollen goods; 45, worsted goods; eight, carpets (other than rag); seven, felt goods; and four, wool hats. Of the 121 woollen goods establishments, 29 manufacture shoddy; 11, fur hats; five are engaged in wool scouring and wool pulling, and one in wool carding.

Industrial Accidents in Massachusetts.

The number of accidents which occurred in Massachusetts during the year 1902 to persons operating

machinery in manufacturing and mercantile establishments was 1,491. The District Police (to whom all such returns are made) report that in addition to the above number there were 990 accidents in manufacturing and mechanical establishments not due to running machinery. Forty-eight accidents proved fatal.

Receipts of Coal at Boston.

The following tabular statement shows the coastwise receipts of coal at Boston during the years 1901 and 1902, as compiled from monthly official statements of the Boston Chamber of Commerce:

SOURCES.	ANTHRACITE		BITUMINOUS	
	1901	1902	1901	1902
From domestic ports, . . .	2,163,568	1,012,404	2,110,830	2,224,509
Coastwise, . . .	2,139,989	971,649	2,063,691	2,103,697
Rail, . . .	23,569	40,755	47,139	120,812
Foreign coal, by sea, . . .	—	41,766	538,031	1,001,530
TOTALS, . . .	2,163,568	1,054,170	2,648,861	3,226,039

— *Monthly Summary of Commerce and Finance, December, 1902.*

Foreign Parentage.

The aggregate number of persons of foreign parentage in Massachusetts, according to the Census of 1900, is 1,746,581, or 62 per cent of the total population.

The aggregate number of persons of foreign parentage in the city of Boston, according to the Census of 1900, is 404,999, or 72 per cent of the total population of the city.

By the term "persons of foreign parentage" is meant those persons having foreign fathers and mothers, foreign fathers and native mothers, or foreign mothers and native fathers.

Population of African Descent.

The total number of persons of African descent in Massachusetts, according to the United States Census of 1900, is 31,974; of this number 6,313 are in the

towns of the Commonwealth and 25,661 in the cities. The latter number is distributed as follows: Beverly, 50; Boston, 11,591; Brockton, 310; Cambridge, 3,888; Chelsea, 731; Chicopee, 10; Everett, 634; Fall River, 324; Fitchburg, 65; Gloucester, 39; Haverhill, 373; Holyoke, 40; Lawrence, 87; Lowell, 136; Lynn, 784; Malden, 446; Marlborough, 31; Medford, 244; Melrose, 180; New Bedford, 1,686; Newburyport, 97; Newton, 505; North Adams, 90; Northampton, 108; Pittsfield, 277; Quincy, 37; Salem, 156; Somerville, 140; Springfield, 1,021; Taunton, 226; Waltham, 51; Woburn, 261; and Worcester, 1,104.

Free Public Employment Offices.

As the question of establishing free public employment offices in Massachusetts is being agitated considerably at the present time, it may be interesting to note what is being done by other States in this line of work. For this purpose we append brief summaries of the work in the free public employment offices in the States in which they have been established. In most cases, the offices were either created or confirmed by legislative act, and are under the direct supervision of the Bureau of Statistics of Labor in the respective States referred to.

Ohio. Ohio was the first State in the country to establish free public employment offices. In 1890 the legislature passed an act establishing offices in five of the largest cities—Cleveland, Columbus, Cincinnati, Dayton, and Toledo. They have proved of great benefit to the working people of the State. The latest report of the Bureau of Labor Statistics of Ohio shows that the number of applications for employment in 1901 was 23,323 (12,635 males and 10,688 females); the number of applications for help, 23,274 (11,727 males and 16,547 females); the number of positions secured, 16,837 (8,155 males and 8,682 females). The combined operations of the offices for the year 1902 follow: Applications for employment, 29,968; applications for help, 36,613; positions secured, 21,428.

Washington. In April, 1894, a municipal free employment bureau was established in Seattle, Washington. The report of the State Labor Commissioner of Washington states that, in 1901, 25,096 positions were furnished by the public employment office, covering about 35 branches of occupations.

Montana. An act creating free employment offices was passed in Montana in 1895, and was an amendment to one section of the law establishing the Bureau of Labor Statistics. The repeal of the law in 1897 was superseded by an act enabling municipalities to establish offices under their own administration. A bureau is maintained in the City of Butte which reports the work of the agency for nine months in 1902, as follows: Applications for work, 3,234; positions filled, 2,199; applications for help, 2,638.

California. In 1895, an employment office was opened in San Francisco, under the management of the Bureau of Labor, without legislative enactment. The regular appropriation of the Bureau was enlarged by private subscriptions for the maintenance of the office. This office was discontinued in 1896.

New York. Free public employment offices in the State of New York were established by an Act of the Legislature passed May 28, 1896, providing that offices be opened in all cities having a population of 1,500,000,

or over. The first and only office was opened in New York City in July, 1896. The number of applicants for work at the free employment bureau for the three months ending September 30, 1902, was 1,122. There were 873 applicants for help, 970 situations being secured. The percentage of applicants securing employment during the quarter specified was 79.

Missouri. In 1897, a free public employment office was established in St. Louis without legislative enactment, but with the endorsement of the Governor of the State. The legislature of 1899 passed an act establishing free public employment offices in cities of Missouri having a population of 100,000 or more. This then provided for the establishment of offices at St. Louis and Kansas City, but by the Census of 1900 the city of St. Joseph came within the limit of population prescribed, and an office was accordingly opened there in 1901. A summarized report of the aggregate work of the three offices for the year ending September 30, 1902, follows: Applications for employment, 11,836 (10,089 males and 1,747 females); applications for help, 16,944 (12,052 males and 3,892 females); number of positions secured, 7,263 (5,889 males and 1,374 females). The report shows that the work is constantly increasing, and that the establishment of free employment bureaus in Missouri has proved of great value. Whereas a large proportion of the applications, both for employment and help among the females, was for domestic service and hotel and restaurant work, yet when both sexes are considered, applications were filled in over 50 other branches of occupations.

Nebraska. The law creating a free employment department in Nebraska was passed by the legislature in 1897. The department is located at the State House in Lincoln. It has been suggested by the Commissioner of the Bureau of Labor and Industrial Statistics of that State that an office established in Omaha, conducted under practical methods, would meet with much more success than has attended the Lincoln agency. The work reported from the employment department, for the years 1901 and 1902, is as follows: Applications for employment, about 500; applications for help, about 200.

Illinois. The free employment offices of Illinois were created by legislative act in 1899. Three offices were opened in Chicago, and on July 1, 1901, a fourth office was opened at Peoria. The work of the offices for the year 1901 follows: Applications for employment, 27,605 (16,324 males and 11,281 females); applications for help, 28,124 (15,322 males and 12,802 females); positions secured, 23,996 (13,625 males and 10,371 females). The work which the free employment offices are doing is being more appreciated each year by firms employing skilled labor. Large numbers of laborers and farm hands continue to seek and find employment. In the "manual labor" class, the places provided applicants totalize to the thousands, the classes of "domestic service" and "transportation" being also prominent for the number who have found employment. The work of the offices for 1902 follows: Applications for employment, 40,349; positions secured, 35,809.

West Virginia. In 1901, the legislature of West Virginia created a free public employment bureau. The Commissioner of the Bureau of Labor Statistics, under whose supervision the free public employment bureau is, reports that the first year of the department has been remarkable for its industrial activity,

and that the demand for labor was greater than the supply. The work of the year follows: Applications for employment, 1,208; applications for help, 1,304; positions secured, 1,044.

Maryland. In August, 1900, without legislative enactment, the Bureau of Industrial Statistics of Maryland opened a free employment agency, which has met with great success. The Commissioner of the Bureau reports that for the year 1901 there were 108 applications for employment, 389 applications for help, and 59 positions secured.

Connecticut. In 1901, the legislature passed an act establishing free public employment bureaus in five cities in Connecticut, the Commissioner of Labor to appoint the superintendents of such offices. The following statement shows approximately the work accomplished by the bureau in the year ending December 1, 1902: Applications for employment, 14,200; applications for help, 11,000; number of persons securing positions, 7,700. Most of the applications were for positions as farm laborers for the males, and as domestic servants for the females.

Kansas. Free public employment bureaus were created in Kansas by the legislature of 1901, the Director of said bureau to be appointed by the Governor, local agencies may be established in cities of the first and second class within the State. In May, 1901, an office was opened at Topeka. The director reports the work of the department as very satisfactory. The number of applications for employment for the year ending Dec. 31, 1902, was 1,538, while the number of applicants securing positions was 1,281; the applications for help numbered 1,434.

Minnesota. In 1901, the legislature passed an act establishing free public employment offices in cities of over 50,000 population. A bureau was opened in Duluth on Nov. 4, 1901, and has met with great success. From the opening of the bureau up to Dec. 31, 1902, employment was furnished to 5,175 persons, of whom 5,017 were males and 158 females.

Wisconsin. The legislature of 1901 passed an act creating free public employment offices in cities of 30,000 population and over. The Governor was instructed to appoint the superintendents on recommendation of the Labor Commissioner. Under the provisions of the Act, offices were opened in Milwaukee and Superior under the supervision of the Bureau of Labor and Industrial Statistics. During the first year, ending June 28, 1902, there were 9,002 applications for employment, 9,051 applications for help, while the applicants securing positions numbered 7,380.

Trades Unions.

We find that labor organizations in many States make either quarterly or annual returns to their respective Bureaus of Labor Statistics. To show the present status of trade unionism in a few of the States, we append the following data, compiled from the latest reports of the various Bureaus:

Colorado. The number of labor unions in Colorado in 1902 was 426, with an aggregate membership of 46,946. Great activity was reported during the past two years, the membership and influence of the unions having greatly increased. It is estimated that about 35 per cent of the wage earners of the State are members of labor organizations. There are over 40 miners' unions in the State, affiliated with the Western Federation of Miners.

Connecticut. The rapid growth of trade unionism in Connecticut is clearly shown by the increase in the number of unions in 1902 as compared with 1901. In 1902, the number of separate and distinct unions in the State was 510. Membership aggregating 32,256 was reported from 314 organizations in 1901.

Massachusetts. The labor organizations in Massachusetts make no returns to the Bureau of Statistics of Labor, but in 1902, a canvass was made by the Special Agents of the Bureau, and data secured relative to the names of the different trades unions throughout the State as well as the secretaries of same. This information was published in the August Bulletin and again (revised and corrected) in the November Bulletin, No. 24. The number of trade unions reported in Massachusetts in November, 1902, was about 1,300, including central and affiliated bodies. As the number of members was only returned in a few instances, we are not able to show the aggregate membership. The largest number of trades unions was found in the following cities: Boston, 221; Springfield, 67; Worcester, 68; Lowell, 57; Holyoke, 53; and Brockton, 51.

Missouri. The total number of labor organizations in Missouri in November, 1901, was 410, with a membership of 52,426. Of this number, 51,048 were males and 1,378 females. The average initiation fee was reported to be \$9.39. The average cost per annum per member was \$9.06. The total number of strikes during the year, in which these labor unionists were involved, was 177; 119 were satisfactorily settled, 33 were compromised, and 15 failed. The average length of strikes was 60 days. The total number of persons involved was 15,149, while 19,277 persons were benefited by the disputes. Reduction in working hours was reported by 51 unions. The total number of industrial accidents reported by trade unionists was 852; of these, 101 were fatal.

New York. The number of labor organizations in New York State on September 30, 1902, was 2,229, the total membership being 329,098, a very large increase, both in number of unions and membership, over 1901. Unemployment in New York City during the entire quarter ending September 30, 1902, covered 4,543 members (4,243 males and 300 females). This is the smallest number reported since 1897. The number of trade unionists idle at the end of the quarter was 13,644, 13,185 being males and 459 females. The greatest amount of unemployment was reported in the building trades, 3,785 members being idle at the end of the quarter. The cause of idleness in 2,088 cases was slack trade; in 957 cases, weather or lack of material; in 244 cases, sickness or old age; in 236, for strike or lockout; and in 210 for various other reasons. The next largest amount of unemployment was reported in clothing and textiles, 2,883 members being idle; 2,151 on account of slack trade; 406 for sickness or old age; 60 for strike and lockout; and four for lack of material.

Collateral Legacy Taxes.

Pennsylvania. The collateral inheritance tax of Pennsylvania was enacted April 7, 1826. This enactment fixed the rate on the clear value of bequeathed estates from \$250 and upwards at \$2.50 per hundred. By Act of 1846 the rate was changed from \$2.50 per hundred to \$5 per hundred, interest to begin to run on same one year after death of decedent. The law as it stands in Pennsylvania follows:

"All Estates, real, personal, and mixed of any kind whatsoever, passing from any person, seized or pos-

sessed of such Estate, being within the Commonwealth, either by will, or under the intestate laws thereof, or any part of such Estate or Estates, or interest therein, transferred by deed, grant, bargain or sale, made or intended to take effect in possession or enjoyment after the death of his grantor or bargainor, to any person or persons or to bodies politic or corporate, in trust or otherwise, other than to or for the use of father, mother, husband, wife, children and lineal descendants born in lawful wedlock, shall be and they are hereby made subject to a tax or duty of five dollars on every hundred dollars if in clear value of such Estate or Estates and at the same rate for any less amount to be paid to the use of the Commonwealth. Provided that no Estate which may be valued at a less sum than two hundred and fifty dollars, shall be subject to the duty or tax. By clear value is meant after deductions for debts, funeral expenses and cost of settling the Estate. The tax itself, however, is not included in cost of settlements."

The amount of the collateral inheritance tax collected in Pennsylvania in 1900 was \$1,167,666, while the amount in 1901 aggregated \$1,232,082.

New York. The collateral and inheritance tax in New York was created by chapter 483, Acts of 1885, being amended in 1892, 1896, and 1897. The Act taxes all gifts, legacies, and collateral inheritances "other than to or for the use of father, mother, husband, wife, children, brother, and sister, and lineal descendants born in lawful wedlock, and the wife or widow of a son, and the husband of a daughter, and the societies, corporations, and institutions now exempt by law from taxation. The tax imposed is at the rate of five per cent on bequests of \$500 or over, except in certain cases when the rate becomes one per cent upon the clear market value of bequeathed property." The collateral inheritance tax of the State of New York aggregated during the year ending September 30, 1900, \$4,384,803, the amount for the year 1901 being \$4,457,338. Of this, the gross collateral or five per cent tax was \$3,070,586, while the succession or one per cent tax was \$1,386,752.

Massachusetts. The collateral legacy and succession tax in Massachusetts was levied under chapter 425, Acts of 1891. The property and persons subjected to the tax may be defined in a general manner by quoting Section 1.

"All property within the jurisdiction of the Commonwealth, and any interest therein, whether belonging to inhabitants of the Commonwealth or not, and whether tangible or intangible, which shall pass by will or by the laws of the Commonwealth regulating intestate succession, or by deed, grant, sale or gift, made or intended to take effect in possession or enjoyment after the death of the grantor, to any person in trust or otherwise, other than to or for the use of the father, mother, husband, wife, lineal descendant, brother, sister, adopted child, the lineal descendant of any adopted child, the wife or widow of a son, or the husband of the daughter of a decedent, or to or for charitable, educational or religious societies or institutions, the property of which is exempt by law from taxation, shall be subject to a tax of five per centum of its value, for the use of the Commonwealth; and all administrators, executors and trustees, and any such grantee, under a conveyance made during the grantor's life, shall be liable for all such taxes, with lawful interest as hereinafter provided, until the same have been paid as hereinafter directed: *provided*, *however*, that no estate shall be subject to the provisions of this act unless the value of the same, after

the payment of all debts, shall exceed the sum of ten thousand dollars."

Since its passage, the Act has been subjected to amendatory legislation. The amount of the tax in 1900 was \$397,940, the interest thereon being \$6,460. In 1901, the legacy tax aggregated \$506,093, the interest being \$8,044. In 1902, the tax amounted to \$427,758, and the interest to \$5,957.

Recent Legal Decisions.

The Supreme Court of Louisiana held, in the recent case of *Potts vs. Shreveport Belt Railway Company*, that it is not of itself contributory negligence to engage in a dangerous occupation; that where a person is employed in the presence of a known danger, in order to constitute contributory negligence it must be shown that he voluntarily and unnecessarily exposed himself to the danger; that a company maintaining electrical wires over which a high voltage of electricity is conveyed, rendering them highly dangerous, is under the duty of using the necessary care and prudence to prevent injury at places where others might have the right to go; that it must see to it that its wires are perfectly insulated and kept so, or else it must provide adequate guard wires or other sufficient safety appliances as means of protection against the dangerous wires; that the fact that frequent inspections of the line were made to ascertain the conditions of the wires and to remedy defective insulation does not relieve the company of liability; that, if the span wire had become dangerously charged with the electric current, the company's inspection should have been thorough enough to have detected it, and that it was the company's business to know the dangerous defects in or along its lines, and knowing, to safeguard the same. — *Bradstreet's*, Feb. 14, 1903.

In the case of the Louisville & Nashville Railroad Company vs. Mounce's Adm'r, recently decided by the Kentucky Court of Appeals, it appeared that the appellee's intestate was a night switchman in the appellant's yards, whose duty it was to transfer cars from one track to another under orders from the yardmaster, and that one night, while engaged in this duty, he switched a car on to the wrong track, and that car collided with some others standing on that track, causing the death of the switchman. In this action, brought to recover damages for the death, it was alleged that the injury resulted from some stationary switch lights being out, causing the deceased to switch the cars on the wrong track, it being the duty of the appellant to keep such lights burning. The trial court instructed the jury that it was the duty of the company to have the lights in reasonably good order and condition to show the location of the switch, and that if it failed to do so the appellee was entitled to recover. The appellate court, however, held that this instruction was erroneous, and that while it was the duty of the employer to use ordinary care in providing for the use of the employee safe machinery and premises in safe condition, he was not an insurer, and that it was the duty of the deceased to look and find that the points of the switch rail were in proper position before giving the signal to the engineer to move, and this he could easily have done by the light of a lantern he carried. — *Bradstreet's*, Feb. 27, 1903.

A locomotive engineer is not a laborer within the meaning of a statute exempting the wages of a laborer from seizure, according to the decision of the Supreme Court of Louisiana in the case of *The I. X. L. Grocery Co. vs. Land*. — *Bradstreet's*, March 14, 1903.

Railway Employees in the United States.

The total number of men employed on the railways of the United States for the year ending June 30, 1901, was 1,071,169, this being an increase of 53,516 over the preceding year. Of the total number, 127,141 were employed in and about stations; 209,048 as trainmen; 272,963 as trackmen; 47,576 as switchmen, flagmen, and watchmen; 26,606 as telegraph operators and dispatchers, and 34,778 as clerks in the general offices. The average daily compensation of these railway employees for the year 1901 was as follows: General officers, \$10.97; other officers, \$5.56; enginemen, \$3.78; conductors, \$3.17; machinists, \$2.32; general office clerks, \$2.19; firemen, \$2.16; carpenters, \$2.06; other trainmen, \$2; telegraph operators and dispatchers, \$1.98; employees—accounting floating equipment—\$1.97; station agents, \$1.77; other shopmen, \$1.75; switchmen, flagmen, and watchmen, \$1.74; section foremen, \$1.71; laborers, \$1.69.

The number of persons killed during the year covered by the report was 8,455, and the number injured 53,339. The number of deaths of employees during 1901 was 2,675 against 2,550 for the previous year. The number of injuries was 41,142 as against 39,643 in 1900. The number of passengers killed during the year was 232 as compared with 249 in 1900. The number of passengers injured was 4,988 as against 4,128.

The number of employees, trainmen, and passengers on railways in the United States for one killed and for one injured was as follows: Employees, 400 to each one killed and 26 to one injured; trainmen, 136 to one killed and 13 to one injured; passengers, 2,153,469 to one killed and 121,748 to one injured. — *Statistics of Railways in the United States. Interstate Commerce Commission, 1901.*

Imports and Exports of Merchandise, United States—1902.

According to the report on Commerce and Finance of the United States, the total value of imports and merchandise into this country for the year ending December 31, 1902, was \$969,320,963, the total value of exports being \$1,360,701,935.

Immigration into the United States, 1902.

The immigrants who arrived in the United States during the calendar year 1902 numbered 739,289; of these, 527,301 were males and 211,988 were females. The largest number of emigrants from any one country was 201,266 from Italy; 185,669 from Austria-Hungary, 123,882 from Russia, 89,020 from Sweden, 32,736 from the German Empire, and 31,406 from Ireland. The number arriving at the port of Boston during the year was 53,279. — *Monthly Summary of Commerce and Finance. December, 1902.*

Work of Women in France.

Of the total population of 38,517,375 in France, 18,467,338 are engaged in gainful occupations, and of these 6,382,658 are women, not considering the housekeepers, of whom there are 7,728,554. Women are found in every occupation, the largest numbers being 2,754,593 in agriculture, 1,888,947 in manufactures, 737,941 in domestic service, and 571,079 in commerce; among the remainder there are 138,460 in the liberal professions and 120,000 in religious work. Except in domestic service, there are fewer women than men in each occupation and their compensation ranges from one-third to two-thirds as much as men receive for equivalent work. Women rarely hold positions of

high responsibility and take very little part in trade unions. — *Le travail des femmes en France, Mlle. Schirmacher. Le Musée Social, May, 1902, Paris.*

History of Employers' Liability Law in France.

Legislation, in France, concerning responsibility for accidents to workmen in the discharge of their duties, had its beginning in a bill presented to the Chamber of Deputies May 29, 1899. On April 9, 1898, a law was adopted which entered fully into the details of the matter and has been the basis of all subsequent legislation. Since 1898, five laws have been passed: The law of May 24, 1899, extending the functions of the National Accident Insurance Fund, created by the law of July 11, 1868, so as to cover all the risks provided for in the law of April 9, 1898; the law of June 29, 1899, making it possible at any time before June 29, 1900, to cancel accident insurance policies held to cover indemnities allowed by article 1 of the law of April 9, 1898; the law of June 30, 1899, adding accidents resulting from the use of certain machines in agriculture to the list of those covered by the law of April 9, 1898; the law of April 13, 1900, providing for the payment of notaries or officials for executing papers required by the law of April 9, 1898; and the law of March 22, 1902.

The law of March 22, 1902, modifies eight articles of the law of April 9, 1898; it extends the liability of employers; requires more detailed report of accidents; increases the delay allowed in reporting an accident to one year from its occurrence; establishes five days as the maximum time allowed for presenting the medical certificate after the accident has been reported; provides that, in case a special medical examination shall be ordered by the justice of the peace or the court, the examining physician shall not be the one who attended the case, nor one regularly employed by the insurance company concerned; this law is made applicable to cases cited in the law of June 30, 1899. — *De la responsabilité en matière d'accidents du travail. — Maurice Bellom, Paris, 1902*

Payment of Employees in Switzerland.

On June 26, 1902, a federal law was adopted in Switzerland requiring employers in industries governed by the law of March 23, 1877, to pay employees in legal tender and at least once in two weeks, unless by special agreement between employer and employee payment is made every month; no more than the proportional wages for one week shall be withheld by the employer on any pay day; wages for piece work shall be determined by special agreement, but payment shall be made not later than on the first regular pay day following the completion of the work. Fines may be imposed only in accordance with regulations approved by the authorities and must not exceed one-half the daily wage of the person fined; the money obtained from fines shall be used in the interests of the employees, especially in maintaining relief funds. Infringement of this law shall be punishable by a fine varying from five to 500 francs (\$1 to \$100). — *Revue du Travail, August, 1902. Brussels, Belgium.*

Labor Office, Italy.

A bill presented before the Chamber of Deputies of Italy, in June, 1901, provided for the creation of a Labor Office. On June 29, 1902, a law was passed creating the proposed office and providing that it should publish information concerning labor and capital and the condition of workmen in the king-

dom and in the foreign countries to which Italians emigrate; also statistics of strikes and labor legislation. The Law also created a Superior Labor Council of 48 members to act as an advisory board for the Labor Office. — *Revue du Travail, September, 1902, Brussels, Belgium.*

Women and Children in Industry in Italy.

A bill to regulate the employment of women and children was brought before the Italian Chamber of Deputies early in 1901, and, with some modifications, became a law on June 19, 1902, to take effect within six months of the date of promulgation. The Law forbids the employment of children under 12 years of age in manufacturing establishments and mines and quarries; it forbids night work for boys under 15 and all women, by night work being understood work between 8 P.M. and 6 A.M. from October 1 to March 31, and between 9 P.M. and 5 A.M. from April 1 to September 30. — *Revue du Travail, September, 1902, Brussels, Belgium.*

Children at Work in Germany.

The following statement as to the employment of children in Germany in home industries has been given to the Bureau through the courtesy of Mr. Simon W. Hanauer, Deputy Consul General at Frankfurt:

An official investigation, instituted in 1898, showed that at that time there were in the German Empire 8,334,919 children upon whom school attendance was obligatory. Of this number, 544,283, or 6.53 per cent, were employed in industrial work at their homes. Of all the German states, Saxony shows the highest percentage, 22.8, of such school visiting children employed at home in manufacturing branches, such as toys, pearl buttons, combs and brushes, mouth organs, in weaving and spinning, knitting and embroidering, and on articles of passementerie (covered buttons, braids, cords, and tassels). Besides these children, many others not of school age, below six years, are employed on industrial house work. When the manufacturer or exporter has pressing orders, children of tender age are kept hard at work from early morning until late at night, often breaking down from utter exhaustion, their food being poor and insufficient in most cases, and their abodes wanting in air and sanitary requirements. The pay for this juvenile work is miserable. In Saxony, often not exceeding one pfennig (less than $\frac{1}{4}$ cent) per hour. In the large manufacturing cities, the pay is better, thus the average weekly earnings of boys amounted to 1.55 mark (37 cents) and of girls 1.22 mark (29 cents). In the city of Chemnitz, the lowest earnings of small boys out of school age is 42 pfennig (10 cents) per week, making six pfennig per diem, as these children work seven days in the week. The German government has prepared and submitted to the National legislature a new act relating to the labor of children. This act contains the stipulation that children may not be kept industrially employed between the hours of 8 P.M. and 8 A.M. The employment of children in the manufacture of unsuitable and dangerous work is also forbidden by the new bill.

Trusts in Germany.

The Prussian Government has lately taken steps to investigate the trusts and syndicates located in the Kingdom, and a circular has been sent to the presidents of the various gubernatorial districts, asking the names and memberships of trusts located in the several dis-

tricts, the nature and value of the production, the reasons for forming the trusts, their objects, the regulation of price and output and division of spheres of operation, their statutes; what agreements have been made with other trusts; what effect their formation has had on other trusts and industries, on the cost of production, and on prices; how the sale is regulated; how export prices compare with those asked in the home markets; if export premiums are granted; if the dividends, value of stock, etc., of the various companies forming the trusts have increased or not; what methods are employed to fight the competition of concerns outside of the trusts; what contracts are made with customers; the influence of the trusts on wages of workmen and on trade unions. — *Consul W. Schumann, of Mainz, March 25, 1903.*

Population of the City of Berlin.

On Dec. 1, 1900, the date of the most recent census, the city of Berlin had a population of 1,888,848, an increase of 211,544 (12.61 per cent) over the population on Dec. 2, 1895. Of the total for 1900, there were 903,041 (47.81 per cent) males and 985,807 (52.19 per cent) females. — *Statistisches Jahrbuch der Stadt Berlin, 1899 and 1900. Berlin, 1902.*

Sick Benefit Associations in Austria.

In 1900, 2,348 funds providing sick benefits were in operation in Austria. Of these, 2,939, from which reports were received, paid benefits to 2,496,284 persons (540,777 women). The total income of the associations amounted to 47,159,430 K (\$9,431,886), 44,161,044 K (\$8,832,209) being contributed by employers and employes, one-third by the former and two-thirds by the latter. During the year 40,013,178 K (\$8,002,636) were disbursed in sick benefits, the average period for which benefits were paid being 17 days and the average amount of benefits per day 1.71 K (\$0.34). — *Sociale Rundschau, July, 1902. Vienna.*

Sick Benefit Associations in Denmark.

Sick benefit associations receive official recognition in Denmark under the law of April 12, 1892, by which, without affecting private associations directly, it was made possible for any sick benefit association, upon compliance with certain conditions, to receive aid from the government. The Law recognizes as a sick benefit association any union of persons for mutual aid in case of sickness. In order to receive recognition, an association must have 50 members except in parishes of less than 800 population where an association having 30 members may be recognized. Any person over 15 years of age who has complied with all conditions enumerated in the law is eligible for membership, but no person can hold membership in more than one association. Free medical attendance is provided for the members and for their children under 15 years of age, also a daily benefit for members, the amount being determined either by the average daily wage of all the members or the average daily wage of the member in question; this benefit shall be not more than two-thirds of the average wage nor less than 40 öre (11 cents) a day. Benefits shall be paid for only 13 weeks in 12 consecutive months and no member shall receive benefits for more than 60 weeks in three successive years. Control of recognized associations and fulfilment of their obligations rests with an inspector appointed by the government.

In 1893, 457 associations with 116,763 members were recognized, and paid benefits amounting to 878,790 Kr. (\$237,273). The average time of sickness was 6.2 days for men and 5.5 days for women. At the close

of 1900, there were 1,104 recognized associations with membership of 302,098. The average time of sickness fell to 5.6 days for men and 5.1 days for women. The income of all associations amounted to 3,032,715 Kr. (\$818,833) in 1900, 27.5 per cent being government aid, and the sum of 2,363,951 Kr. (\$770,567) was paid out. *Soziale Rundschau, May, 1902, Vienna.*

Family Expenses of Danish Working-men.

In 50 families in Denmark, averaging 5.22 members, the average yearly income was 434.69 Kr. (\$117.37), and average yearly expenditure, 431.33 Kr. (\$116.43). Of this amount, 208.56 Kr. (\$56.31), or 48.36 per cent, was spent for food; 51.02 Kr. (\$13.77), or 11.83 per cent, for clothing; 57.34 Kr. (\$15.48), or 13.29 per cent, for rent; 19.09 Kr. (\$5.15), or 4.43 per cent, for heating and lighting; 26.90 Kr. (\$7.26), or 6.24 per cent, for medical attendance, education, periodicals, etc.; 4.80 Kr. (\$1.24), or 1.07 per cent, for taxes; 2.70 Kr. (\$0.73), or 0.63 per cent, for tools; 17.51 Kr. (\$4.73), or 4.06 per cent, for recreation; and 43.51 Kr. (\$11.75), or 10.09 per cent, for various other expenses. — *Consommation de familles d'ouvriers danois — Marcus Rubin. — Bulletin de l'Institut international de statistique — Rome, 1902.*

Trade Schools in Vienna.

During the school year 1900-01, the Trade School Commission of Vienna maintained 166 schools with 35,446 pupils and 1,151 instructors, at an expense of 696,249 K (\$139,250). These schools provided elementary courses for boys and girls over 14 years of age who had not completed the regular work in free day schools; also, advanced trade and industrial courses for apprentices. In all departments 25,723 pupils or 72.6 per cent of the number enrolled completed the courses entered upon. — *Soziale Rundschau, July, 1902. Vienna.*

Industrial Accidents in Belgium.

During the first eight months of 1902, 1,456 industrial accidents were reported in Belgium, the injured being 1,174 men (80.63 per cent), 104 women (7.14 per cent), and 178 minors (12.23 per cent). In 231 cases (15.87 per cent), the accidents resulted in permanent disability and in 32 cases (2.20 per cent) in death. The largest number of accidents in one month occurred in July when there were 228. Of these, three (1.32 per cent) were fatal and 47 (20.61 per cent) caused permanent disability; 188 (82.46 per cent) of the persons injured were men, 11 (4.82 per cent) women, and 29 (12.72 per cent) minors. — *Revue du Travail, 1902. Brussels, Belgium.*

Strikes in France.

Of 497 strikes, involving 106,603 strikers, which were reported in France during 1902, 330 resulted from unsatisfactory wages, 19 from demand for change in hours of labor, and 148 from other causes. Including a few strikes begun in 1901, 437 strikes were ended during the year, 95 of these resulting in success for the employés, 196 in failure, and 146 in compromise. The largest number occurring in a single month was 107, which were reported in April and involved 26,941 strikers. — *Bulletins de l'Office du Travail. Paris, 1902.*

General Strike of Miners in France.

On July 31, 1902, the Mining Company of the Loire, followed by all other mining companies of the district, notified employés that the premium of nine per cent on their wages, which had been granted on Jan. 6, 1900,

as a result of their last strike, would be reduced to three per cent, beginning Aug. 16, 1902. The District Federation of Miners attempted negotiations with the companies, but succeeded only in obtaining a promise that the premium should not be reduced below three per cent. On Sept. 24, a congress of miners' unions was held to consider the situation, and on the 27th it was voted that a general strike be ordered, to take place on Oct. 9. About 500 miners had struck, on their own initiative, on Sept. 24, and had refused to obey the order of the congress that they return to work; on Oct. 6, 82,000 were on strike, and by Oct. 19 the strike had become general in 11 departments, 111,266 miners and 51 companies being affected. About 5,000 coal handlers employed at the docks in Dunkerque, Calais, and Marseille struck on Oct. 21, but were persuaded by their unions to return to work on the 25th. By Dec. 5, work had been resumed in all the mines, the strike having resulted in a compromise, by which the miners were guaranteed a premium of five per cent from Jan. 1, 1903, to Jan. 1, 1904, the companies to notify employés, at least two weeks before the latter date, of their intentions with regard to the premium for the following year. — *Bulletins de l'Office du Travail. Paris, Nov. and Dec., 1902.*

Strikes and Lockouts in Germany in 1901.

During 1901, 1,071 strikes were begun in Germany, and 1,066, affecting 55,262 strikers, were brought to a settlement; of the latter number, 499 were caused by demands for increase in wages, 146 by demands for decrease in hours, and 411 by other causes. Of the strikes terminated, 200 were successful (97 relating to wages, 55 to hours, and 48 to other causes), 235 were compromised (161 relating to wages, 72 to hours, and 52 to other causes), and 571 failed (241 relating to wages, 19 to hours, and 311 to other causes). The greatest number of strikes in a single industry, being 382 or 35.67 per cent of the total number, occurred in the building trades; and 491 strikes or 45.9 per cent of the total were inaugurated in the spring. There were also 38 lockouts during 1901; in 16 of these, the employés were successful, in 11 they failed, and eight lockouts were compromised, three being unsettled at the close of the year. — *Streiks und Aussperrungen im Jahre 1901. Berlin, 1902.*

Strikes and Lockouts in the Netherlands in 1901.

During 1901, 115 strikes, involving 4,182 strikers and 192 establishments, occurred in the Netherlands, of which 84 were caused by disputes regarding wages, three by unsatisfactory hours of labor, five by trade union questions, 15 by demand for reinstatement of discharged employés, and eight by other causes. The strikers succeeded in 39 cases; failed in 33; compromised in 17; three cases were undecided and in 23 the results were unknown. Two strikes lasted less than one day; 15, one but less than two days; 25, two days but less than one week; in 39 strikes the duration was not given, and the remaining 34 varied in duration from eight days to 13 weeks. In seven lockouts, which occurred during the year, 361 employés were involved (353 men and eight women); in three cases employés were reinstated; in two cases their places were filled. — *Werkstakingen en Uitsluitingen in Nederland, 1901. 's-Gravenhage, 1902.*

Incorporation of Trade Organizations in Roumania.

The law of March 5, 1902, rendered incorporation of trade organizations, in Roumania, obligatory, pro-

vided a majority of the artisans in any commune having 50 artisans desired incorporation. Only manual labor is affected by the Law.

The corporation cannot engage in ordinary business, and its by-laws must be approved by the Chamber of Commerce and Industry. Every artisan in the commune, whether master, journeyman, or apprentice, becomes, under the Law, part of the corporation. Each corporation appoints an arbitration committee to settle difficulties among artisans, and no case which comes within the jurisdiction of the committee may be presented before an ordinary court of justice until the committee has attempted adjustment; a system of fines aids in enforcing this law.

The Law provides for the granting of licenses to masters and journeymen. Any one wishing to engage in business on his own account and to employ apprentices and journeymen must hold a master's license, the qualifications being that he holds from a special school a diploma recognized by the Minister of Commerce as the equivalent of a master's license, proves that he has directed a shop for at least two years in the trade in which he asks for license, and passes an examination before a commission of three members, two of whom are named by the committee of corporation and one by the Minister of Commerce. A journeyman's license is granted to any person holding an apprentice's certificate, or its equivalent, who can prove that he has worked at least five years at his specialty and who passes an examination before the commission. Apprentices must be over 12 years old, except in cases authorized by the Chamber of Commerce, and over 14 years old for work which endangers the health or unduly taxes the strength of a child. The term of apprenticeship is three years, minimum, and five years maximum.—*Le Musée Social. Paris, August, 1902.*

Population of the United States.

The total population of the United States in 1900, according to the United States Census, was 76,303,387, distributed as follows: In States and organized territories, 75,568,686; Alaska, 63,592; Hawaii, 154,001; Indian Territory, 392,080; and Indian reservations, etc., 125,048. In 1900, there were 45 States and seven territories. All of the States are divided into counties except Louisiana, which is divided into parishes. Six

territories are divided as follows: Arizona, New Mexico, and Oklahoma into counties; Alaska, districts; Hawaii, islands; and the Indian Territory, nations and reservations. The District of Columbia is not divided.

Average Persons to a Family.

The average number of persons to a family in Massachusetts in 1865 was 4.7; in 1875, 4.6; 1880, 4.7; 1885, 4.6; 1890, 4.7; 1895, 4.6; and in 1900, 4.6. In the Census, all hotels, boarding houses, penal institutions, etc., are considered families. The private families in 1895 had an average of 4.5 persons and in 1900, 4.4. In the following table, the average number of persons to a family is shown for certain of the cities for 1880, 1890, 1895, and 1900:

Average Number of Persons to a Family.

CITIES.	1880	1890	1895	1900
Boston, . . .	5.0	5.0	4.8	4.8
Brockton, . . .	—	4.4	4.3	4.3
Cambridge, . . .	4.9	4.9	4.8	4.7
Chelsea, . . .	4.5	4.5	4.5	4.5
Fall River, . . .	5.0	5.2	5.0	5.0
Fitchburg, . . .	—	—	4.6	4.7
Gloucester, . . .	—	—	5.2	4.7
Haverhill, . . .	—	4.6	4.4	4.2
Holyoke, . . .	5.6	5.3	5.1	5.1
Lawrence, . . .	5.2	4.9	4.8	4.9
Lowell, . . .	5.2	5.2	5.0	4.9
Lynn, . . .	4.7	4.6	4.4	4.4
Malden, . . .	—	—	4.5	4.4
New Bedford, . . .	4.4	4.5	4.5	4.5
Newton, . . .	—	—	5.0	4.9
Salem, . . .	4.5	4.4	4.5	4.5
Somerville, . . .	4.6	4.5	4.4	4.3
Springfield, . . .	4.5	4.5	4.4	4.4
Taunton, . . .	4.8	4.7	4.6	4.7
Worcester, . . .	4.9	4.8	4.7	4.8

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OF THE COMMONWEALTH OF

MASSACHUSETTS.



No. 26.

MAY, 1903.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

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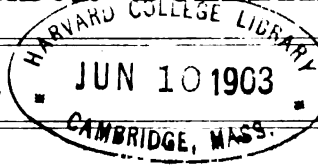
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MASSACHUSETTS LABOR BULLETIN.

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TRADE AND TECHNICAL EDUCATION IN MASSACHUSETTS.

The information contained in the following pages, relating to trade and technical education in Massachusetts, has been condensed from the Seventeenth Annual Report of the Commissioner of Labor, Washington, D. C., and has been brought up to date as far as possible. We have abbreviated the report considerably, and would refer the reader desiring more detailed information to the volume in question.

No schools of an industrial character, or even with instruction of an industrial tendency, other than the Massachusetts Institute of Technology, opened in 1865, and the Worcester Polytechnic Institute, opened in 1868, were in existence up to 1870. That year was notable as marking the introduction of industrial drawing into the schools of Massachusetts. The extension of drawing in the public schools has continued, so that now it is a required study. According to the law enacted in 1898, every town and city must give instruction in drawing in its public schools, and any town or city may, and every town or city of 10,000 or more inhabitants must, maintain evening schools for the instruction of persons over 14 years of age in industrial drawing, both free-hand and mechanical (among other studies).

Manual training followed close upon drawing in its extension in the public schools. As early as 1870 instruction in sewing was obligatory in every public girls' school in Boston. Massachusetts now requires that "every town and city of 20,000 or more inhabitants shall maintain as part of both its elementary and its high-school system the teaching of manual training."

At the same time with the movement for industrial drawing and manual training in the public schools, a desire arose for more adequate provision for training in industrial design. The Lowell School of Practical Design, as a result, was established in 1872 for instruction in textile design. In 1895 the textile interests of the State secured the passage of an act authorizing the establishment of textile schools in cities having in operation 450,000 spindles or over.

The first school created under this act was the Lowell Textile School, opened in January, 1897. New Bedford followed with a school devoted especially to cottons in October, 1899, and action was taken later for a school in Fall River.

The need of such schools was to better the output of the mills in the North. The cotton mills of the South could produce cheap grades of cloth at less cost than those of the North, and the English mills could produce and sell in the United States the higher grades cheaper than it could be done by the Northern mills. The English and other foreign mills could also make the finest grades of woollen and worsted goods cheaper than they could be produced here. In order to overcome this competition of the foreign mills, it was necessary to learn *how* to produce the higher grades of cottons and woollens, and to do it as cheaply, so far as the manipulation of the stock and the methods of production were concerned, as did the foreign mills.

A prime essential for the accomplishment of this end seemed to be to raise up and train in this country a corps of men with the highest technical knowledge. This was the real purpose of the textile schools in Massachusetts; and while these schools furnish opportunity for the weaver, the spinner, the mechanic, etc., to learn his trade, yet the great object was to make a technical school where young men may be drilled in the science of the great industries.

Below are condensed general statements concerning the trade and technical schools; the first relates to the

North End Union Trade School, Boston.

The North End Union was started in 1892 as a continuation of the Hanover Street chapel. It is under the Benevolent Fraternity of Churches, which was organized in 1834 and incorporated in 1839, composed of delegates from twelve Unitarian churches. Its trade school is a combination of three schools; a school of plumbing, established in 1894 and said to be the first real trade school in New England; a school of dressmaking, established in 1895; and a school of printing, established in 1900. To be admitted to either the plumbing or printing school, pupils must be already at work at their trade and at least 17 years of age, and to be admitted to the school of dressmaking, pupils must be at least 18 years of age. Applicants for admission to the school of printing must have had at least six months' experience in the composing or press room of some printing establishment. The number of pupils at any one time is limited to, plumbing school, 33; printing school, 10; and dressmaking school, 10.

Tuition fees are: Plumbing school, \$10 for the full course; printing school, \$10 per term of fifteen weeks, two evenings per week; and dressmaking school, for nine months' course, \$25, or \$3 per month for less than the full course, also \$5 extra for the "dressmaking system." There

are three instructors in the trades taught, one being a master or employing plumber, one a practical printer, and one an experienced dressmaker. The supporting funds are raised from voluntary contributions and from the tuition and other fees paid by the pupils, the annual cost of maintaining the trade courses being \$600.

The courses of instruction in the plumbing school are as follows: Fifty lessons in practical shopwork, as follows: Seams, overcast joints, cup joints, wiping horizontal round joints, wiping horizontal branch joints, wiping upright round joints, one-fourth bends, wiping upright branch joints, wiping a stopcock, wiping a flange on a 2-inch pipe, wiping a 2-inch ferrule, wiping a bath plug, wiping a vertical branch, wiping an upright flange, traps; also lectures on the science of plumbing. On completion of the above course, miscellaneous work is done, such as wiping 4-inch ferrules, making tank seams, wiping 2 and 3-inch joints, making service boxes, sand bends, and fancy work.

Printing school: No elementary work, such as teaching at the case, is undertaken. The plan of instruction includes book composition, job composition, and presswork (hand and job). Special attention is given to teaching the principles of punctuation, capitalization, etc. Pupils are instructed individually. Evening talks are also given by men who have achieved success in the special branch of the trade.

Dressmaking school: Course in advanced sewing. Applicants are required to pass an examination in simple sewing, this course being devoted to advanced sewing, and is as follows: Proper use of needles, thread, and thimble; position of body while sewing; method of weaving explained; basting and overhanding; turning hem by measure, hemming and running; stitching and overcasting; backstitching and felling; gathering, stroking gathers, and putting on bands; making buttonholes and eyelets; sewing on buttons; putting in gussets; talks on the nature and manufacture of cotton; herringbone stitching on flannel; patching; hem-stitching; hemming and whipping ruffle; chain stitching, feather stitching, and mitering corners; French hem on damask; darning on scrim, stockinet, and cashmere; slip stitching and blind stitching; mending and darning. The pupil then furnishes material for making a petticoat and is taught to



COMMONWEALTH OF MASSACHUSETTS.

BUREAU OF STATISTICS OF LABOR.

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cutting waist and sleeves from pattern drafted; finishing waist; instruction in color and textiles applied to dresses; instruction in choice of materials; cutting and matching striped or plaid waist and skirt; talk on manufacture of woollen dress goods; taking measures and drafting simple princess dress of cambric or gingham; planning fancy waist of silk or other material; cutting and making the same; talk on manufacture of silk goods; the manufacture of cloth explained; drafting jackets of various styles; cutting, basting, fitting, and pressing; making of pockets and collars, lining and finishing. Talks are held on all pertinent subjects, and drawing lessons of three hours are given two afternoons each week.

Massachusetts Charitable Mechanic Association Trade School, Boston.

This school was opened October 29, 1900. Its objects are to furnish a sufficient number of journeymen mechanics to fill the demand, and to give American boys an opportunity to learn a trade. It is under the management of the executive committee of the Massachusetts Charitable Mechanic Association. The trades taught at present are bricklaying, carpentry, and plumbing. Each graduate is given a certificate, certifying to his mechanical ability and recommending him to the favor of employers in his trade.

There are three instructors, all of practical training and now employed as foremen in the three trades taught. At present, a room in the building of the association is used for the school, and the equipment at the opening of the school had cost about \$2,000. Funds are provided by appropriations from the treasury of the association, and the cost of maintaining the school is defrayed from the same source and from tuition fees.

The sessions of the school are held in the evening only, on three nights of each week. Tuition is \$15 for the term, covering also the cost of tools and materials, payable \$8 when a pupil is accepted and \$7 on January 1. Applicants must be not less than 17 years of age, able to read and write the English language, and must possess an elementary knowledge of the simple rules of arithmetic, fractions, and interest. They must be in good health, of good moral character, and each applicant must be vouched for by two reliable citizens.

Boston Asylum and Farm School, Boston.

This school was founded in 1814 for the purpose of training boys of deserving character to earn a livelihood. It was located on the corner of Salem and Charter Streets until 1833, when Thompson's Island was purchased, and there it has been located to the present day. It is a private institution, having no connection with the city of Boston, except that it is situated within the city limits. This school receives boys between the ages of 10 and 14 years, furnishes them with a comfortable home, affords them a grammar school education, and teaches them to

work. All the boys attend the school one-half the day, and during the other half work at the various trades and occupations that are taught. At the age of 15 or 16 the boys are expected to have completed the course of study, and they then return to their relatives or friends, or positions are found for them to work at the trades or occupations they have learned, or homes are found for them on farms in the country.

In addition to its regular academic course of instruction, the school has regular courses for the teaching of carpentry, blacksmithing, printing, farming, marine engineering, the training of band musicians, and the training of pilots. Industrial training is also given some of the boys in the school bakery, laundry, and kitchen. In its so-called "Cottage Row" the school has a city, with its mayor and other officers, a bank, etc., and the boys are trained in the conduct of municipal affairs, banking, buying and selling real estate, stocks, etc.

The annual expense of maintaining the school averages about \$20,000. The funds for this purpose come from invested funds, sales from the farm, amount paid by the Boston Board of Overseers of the Poor for board of city orphans at school, donations, etc.

Young Women's Christian Association School, Boston.

For years this association had maintained an employment bureau, and the incompetence of the majority of those who asked for work resulted in the establishment of a training school for domestics in 1878.

For admission to the school, good character is the first qualification. Pupils can be admitted only upon an agreement signed by themselves or their guardians that they will remain at least six months, and if they leave before the expiration of this period they are to be charged at the rate of \$2 per week from the time of admission to that of leaving. If, however, they complete the course of six months, the instruction, including board and tuition, is free, the applicant being expected only to furnish a suitable outfit and to enter on a week's probation. No girl is admitted under the age of 16 years. Each graduate is awarded a diploma at the end of the course, stating only those lines of work for which she has shown special aptitude. The course includes cooking and sewing, general housework, chamber work, parlor work, laundry work, home nursing, sewing and mending, reading and spelling, penmanship and letter writing, arithmetic and geography, and daily scripture lessons.

Courses of dressmaking and millinery really form part of the school of domestic science (established in 1888), which aims to give scientific and practical instruction in all that pertains to the home and its management. The difficulty of obtaining a systematic and thorough training in dressmaking and millinery in the shops has led to many taking these courses with the end in view of fitting themselves to be competent and capable dressmakers and milliners.

The courses in dressmaking and millinery, in detail, are as follows:

Dressmaking — Educational sewing; Swedish sampler; basting, stitching, and overcasting; overhanding; folded edges; matching stripes; overhanding selvages; hemming; fell seam; French seam, with bias finish; gathering, stroking, and putting on bands; making buttonholes and eyelets; sewing on buttons; making loops; sewing on hooks and eyes: putting in gussets; herringbone stitch on flannel; grafting for mending undergarments; overhand patch; hemmed-in patch; cashmere darning; stocking darning; hemstitching, fringing and damask hem for linen; tucking and whipping ruffles; mitered corners, chain stitching, feather stitching, slip stitching, cross stitching; care and use of the sewing machine, including hemming, tucking, ruffling, and sewing on lace; study of the textiles; history and processes of manufacture of fabrics and of sewing implements; lectures, collateral reading, papers, and field work; drafting and making of bibs, child's skirt, girl's skirt, lady's skirt, child's drawers, girl's drawers, lady's drawers, child's first waist, girl's waist, child's nightgown, lady's nightgown.

Dressmaking proper: First course, twelve lessons — use of Vienna tailor system; taking of measurements; drafting for stout forms; fitting and making in practice material; matching stripes and plaids; study of dress material as to color and texture. Second course, twelve lessons — designing, cutting, and making wool dresses. Third course, twelve lessons — study of general principles; drafting and making shirtwaist; drafting and making walking skirt. Fourth course, twelve lessons — drafting and making jacket; drafting child's dress. Fifth course, twelve lessons — drafting and making muslin gown. Special attention is given to study of color, form, line, and appropriateness of design throughout the course.

Millinery: First course, twelve lessons — renovating material, velvet, ribbon, feathers; wiring, making and placing folds; fitting facing; lining hat; bow and rosette making; making and trimming practice hat of canton flannel; making and trimming velvet hat. Second course, twelve lessons — draping; making and trimming toque or turban; binding edge of hat; making bandeau; drafting and making frames of buckram; making and trimming bonnet; study of children's hats. Third course, six lessons — shirred facing; fancy rosettes; use of lace, silk, and flowers; making straw hat and trimming same; trimming summer hats.

Drawing: This course is offered to assist the pupils in illustrating the lessons in educational sewing, also in making rapid sketches of gowns and hats. Lectures are given on color, form, and line to awaken the pupil's interest for the beautiful in dressmaking and millinery.

In the school for domestics there are three instructors, all graduates of the school of domestic science, and one a college graduate. There is one instructor in dressmaking and one in millinery. Funds for support of classes are obtained from contributions, legacies, annual subscriptions, personal gifts, and fees paid by certain classes.

Women's Educational and Industrial Union School, Boston.

This school comprises courses designed to teach the trades of dressmaking and millinery. Instruction in these branches is given by means of lectures, practical work, and examinations. Pupils furnish their own materials and make articles for their own use. Three terms of 24 lessons each are necessary to complete a full course in dressmaking and in millinery. A work test is required to join the dressmaking class.

Millinery: Instruction is first given in the making and trimming of all varieties of hats, followed by methods of making bonnets, etc. Special attention is given to making tasteful and stylish ribbon bows, and feather curling is taught in this course. Advice is given upon the suitability of materials, combinations of colors, and character of lines and forms. For day classes a fee of \$10 is charged for a term of 24 lessons, and for evening classes a fee of \$5 is charged for a term of 24 lessons.

Dressmaking: The preparatory course includes buttonhole making, machine sewing, and the drafting, cutting, fitting, and making of undergarments and dresses of wash material. A day class only is formed in this course, and a fee of \$10 for 24 lessons is charged. In the regular course the pupil is taught the making, drafting, and fitting of different styles of skirts and waists. Pupils are shown a variety of materials, and are instructed in regard to the texture, color, and suitability of each for various uses. In the third term, tailor-made suits receive special attention. For day classes the fee for each term of 24 lessons is \$10, and for evening classes a fee of \$5 is charged for each term of 24 lessons.

A special normal class in dressmaking and millinery is formed for women wishing to fit themselves as professional workers, or for teachers of dressmaking or millinery. There are two teachers for these classes, one for dressmaking and one for millinery.

The annual cost of maintaining the courses in dressmaking and millinery approximates \$1,800, the funds coming from fees paid by the pupils.

In 1897, the Union established a School of Housekeeping for the purpose of making a scientific study of the home and of conditions of daily life, to the end that the standard of living might be raised in all homes. In connection with the teaching of housekeepers was the training of houseworkers. The employers were taught by lectures and practical demonstrations, while the houseworkers had courses including all branches of domestic service, covering a period of either 18 or 36 weeks. Those taking the courses for houseworkers were not charged for room, board, or tuition, but in exchange for these the pupils gave their services to the school for the whole course.

The course for houseworkers was discontinued in 1901, and the School of Housekeeping was absorbed by Simmons College in 1902.

Simmons College, Boston.

Simmons College was established under the will of John Simmons, of Boston, who died in 1870. In 1899, the institution was incorporated for the purpose of "furnishing to women instruction and training in such branches of art, science, and industry as may be serviceable in enabling them to acquire a livelihood." The college was opened October 9, 1902. The plan of instruction provides for three classes of students. It offers to such students as are able to give the time a complete college training; it offers also shorter technical courses, and professional courses. The college maintains Saturday and evening classes for those who are unable to attend the regular classes.

We will consider in brief the courses in the departments of Household Economics, Secretarial Work, and Library Training. The regular course in household economics covers a period of four years, and prepares the student for professional housekeeping—institutional management largely, and social settlement work—or for teaching the subjects of household arts and sciences. There are about 50 pupils at present in the School of Housekeeping. The secretarial course is intended to give pupils preparation for professional business, and as private secretaries, registrars, or office assistants. Thorough instruction in stenography, typewriting, and office usage is included in this course. The library course is designed for the training of librarians, such course occupying four years.

The requirement for admission to any of the regular courses is that the student must be a high school graduate. For these courses the tuition fee is \$100, payable in instalments of \$50 each at the beginning of each term.

People's Institute, Boston.

This school was founded by the Robert Treat Paine Association, and opened to the working people of Roxbury October 2, 1890. Its objects are "to furnish working people the means of mental and moral improvement, mutual helpfulness, and rational recreation." With the above end in view, the institute has established evening classes and lectures for the teaching, more or less thoroughly, of certain occupations, etc., among other things. From the standpoint of the evening classes, this may be considered an industrial school. The branches of occupations taught are as follows: Dressmaking, millinery, embroidery, and drawing and designing. In these industrial classes there are nine instructors. The management of the classes is in the hands of the officers of the association and the superintendent of the institute. The annual cost of maintaining these classes approximates \$1,000, and the funds are obtained from the association and from membership fees, which are only \$1 per year per individual. This fee entitles the member to any or all the privileges of the institute.

Lowell Textile School, Lowell.

This school was incorporated "for the purpose of establishing and maintaining a textile school for instruction in the theory and practical art of textile and kindred branches of industry." The incorporators were representatives of the great textile corporations of Lowell, Lawrence, and vicinity. By the terms of the by-laws, at least three-fourths of the trustees must be "persons actually engaged in or connected with textile or kindred manufactures." This was to insure the practical character of the management and the instruction.

The school was formally opened January 30, 1897, and instruction began February 1, 1897. The new buildings of the school were dedicated on February 12, 1903. There are 19 instructors in the school; the principal, who also acts as professor of mechanical engineering; a professor of textile design and fabric structure; a professor of chemistry and dyeing; a head instructor in warp preparation and weaving; a professor of decorative art; a head instructor in woollen and worsted spinning; a head instructor in cotton spinning; an instructor in mechanical engineering; two instructors in chemistry; an instructor in woollen and worsted spinning and finishing; an instructor in the hand-loom department; an instructor in textile designing; an assistant instructor in cotton spinning; an assistant instructor in free-hand drawing; an instructor in dyeing; an assistant instructor in power weaving; an instructor in electrical engineering; an instructor in charge of modern languages; and, in addition, there are several lecturers on mill engineering.

The equipment of the school consists of high-grade machinery, with all latest improvements, specially built to afford facilities for all kinds of experimental work, and of such variety as is never found in any one textile mill. With the machinery already installed, the school claims to have a more varied equipment than any other existing textile school, either in America or Europe.

The day classes are especially intended for the instruction of those whose intention it is to enter the business of textile manufacturing in any branch. The courses are sufficiently complete to enable a person to start without any previous acquaintance with textiles, but at the same time, those who have been engaged in such business and wish to improve their knowledge and opportunities can devote their entire time to study most profitably. The complete collection of machinery enables every process to be practically illustrated. The student has the option of selecting any one of five regular or several special courses. Each course is intended to cover three years. The five regular diploma courses are: Cotton manufacturing; wool manufacturing; designing, general course; chemistry and dyeing; and weaving.

The courses of instruction in the day classes are comprised as follows: First year, first term — Design construction, cloth analysis, ele-

ments of mechanism, mechanical drawing, cloth construction, hand looms, general chemistry, and free-hand drawing. This is common to all courses, and at the end of this term each student is required to select which of the courses he is to follow in his subsequent studies, and the instruction to be given after the first term of the first year is specialized to suit each course.

Cotton Manufacturing. First year, second term: Cotton fiber, microscopic examination of fiber, design construction, cloth analysis, elements of mechanism, mechanical drawing, cotton manipulation, cloth construction, hand looms, general chemistry, and free-hand drawing. Second year: Cotton manipulation, machine drawing, textile chemistry and dyeing, designing, electricity, applied mechanics, warp preparation, weaving, and cloth analysis. Third year: Cotton manipulation, weaving, knitting machinery, designing, mill engineering, and thesis.

Wool Manufacturing. First year, second term: Wool fiber, microscopic examination of fibers, design construction, cloth analysis, elements of mechanism, mechanical drawing, woollen spinning, cloth construction, hand looms, general chemistry, and free-hand drawing. Second year: Woollen and worsted spinning, machine drawing, weaving, textile chemistry and dyeing, cloth analysis, applied mechanics, warp preparation, designing, and electricity. Third year: Wool manipulation, weaving, knitting machinery, designing, mill engineering, and thesis.

Designing. First year, second term: Design construction, cloth analysis, design sketching, mechanical drawing, elements of mechanism, cloth construction, hand looms, free-hand drawing, and general chemistry. Options: Woollen and worsted spinning and cotton spinning. Second year: Design construction, cloth analysis, design sketching and Jacquard work, decorative art, textile chemistry and dyeing, cloth construction, hand looms, weaving, and applied mechanics. Options: Woollen and worsted spinning and cotton spinning. Third year: Designing — advanced work, mill engineering, decorative art, weaving, and thesis. Options: Woollen and worsted spinning and cotton spinning.

Chemistry and Dyeing. First year, second term: General chemistry, stoichiometry, elements of mechanism, cloth analysis, qualitative analysis, mechanical drawing, designing, and hand looms. Second year: Textile chemistry and dyeing, chemical philosophy, applied mechanics, advanced inorganic chemistry, organic chemistry, and electricity. Options: Designing and weaving. Third year: Quantitative analysis, industrial chemistry, advanced textile chemistry and dyeing, dye testing, microscopy, and thesis. Options: Weaving and mill engineering.

Weaving. First year, second term: Design construction, cloth analysis, free-hand drawing, elements of mechanism, cloth construction, hand looms, mechanical drawing, and general chemistry. Options: Woollen and worsted spinning and cotton spinning. Second year: Design construction, cloth analysis, decorative art, textile chemistry and

dyeing, applied mechanics, cloth construction, hand looms, loom construction, and weaving. Options: Woollen and worsted spinning and cotton spinning. Third year: Fabric structure, cloth analysis, analysis of weaving mechanism, weaving, mill engineering, cloth construction, hand looms, and thesis.

Candidates for admission to the day classes are required to pass an examination in arithmetic, English, geography, and algebra, or present evidence of proper qualification. The fee for the day course is \$100 per year for residents of Massachusetts; for non-residents it is \$150 per year. Special students pay, in general, the full fee, but if a course be taken involving attendance at the school during a limited time, application may be made to the principal for a reduction. All candidates for the diploma of the school must file with the principal not later than May 15 a report of original investigation or research, such thesis to have been previously approved by the head of the department in which it is made. Advantages are offered to persons for special research work.

The diploma of the school is awarded upon the satisfactory completion of either of the five regular courses, covering not less than three years, except where entrance is to advance standing. In such cases at least one year's residence is required. For the satisfactory completion of a three years' course in any special department, the certificate of the school is awarded; it is possible to complete such a course in less than three years, if the candidate be passed to advanced standing, but at least one year's attendance is required.

The evening classes of the school are intended to give thorough instruction to those who are engaged during the day in mills and workshops, to enable those who wish it to perfect their knowledge of the branches in which they work, to acquire knowledge of other processes than those in which they are regularly engaged, and in the course of several winters to complete a thorough technical education without interfering with their daily duties. The courses are: Cotton spinning, a three-year course; woollen spinning, a one-year course; worsted spinning, a two-year course; designing, a three-year course; chemistry and dyeing, a four-year course; weaving, a three-year course; mechanical engineering, a two-year course; also a course in warp preparation of one term. For the satisfactory completion of either of these courses, the certificate of the school is awarded; the diploma of the school is awarded in exchange for certificates of satisfactory completion of those subjects which go to make up any one of the several regular diploma courses.

The courses of instruction offered in the evening are identical with those of the day, with the exception that less time is devoted to the machine work. Ordinarily, the handling of the machinery is a part familiar to most of the students through contact with it in the daytime, and in such cases the explanations and calculations are of the greater importance.

The requirements for admission to the evening classes are similar to those for the day. Graduates of other schools are received on presentation of proper credentials; for all others, examinations are required. The candidates must be familiar with the English language and the principles of arithmetic. For the first part, a short composition must be written on a given theme, and a certain amount must be written from dictation; while in the latter are included addition, decimals, fractions, percentage, ratio, and proportion.

The evening courses are free to graduates of the evening high and drawing schools, operatives of the mills and machine shops, and other residents of Lowell, to such numbers as may be accommodated in the various classes. Applications are considered in the order in which received.

The fees in the evening classes are much lower than in the day classes, and are as follows: Cotton, woollen, or worsted spinning, fee for all except residents of Lowell, \$2.50 per term or \$5 per year; designing, or chemistry and dyeing, fee for all except residents of Lowell, \$2.50 per term or \$5 per year; warp preparation, weaving, or mechanical engineering, fee for all except residents of Lowell, \$2.50 per term.

Lectures are given during the school year upon leather belting, general information on oils, electric driving in textile mills, fire protection in mills, cotton, cultivation of cotton, common uses of steam, water power, humidity in cotton mills, sizing compounds and their effect, method of cost finding in mills, patent law, and economy in steam plants.

The annual cost of maintaining the school is about \$26,000, and the funds for building, equipping, maintaining, etc., are raised by State and city appropriations, tuition and other fees, and contributions from a friend of the school.

New Bedford Textile School, New Bedford.

This school was incorporated in 1895, the erection of the building was begun in 1898, and it was opened for instruction October 16, 1899. Money appropriated by the State and city built and equipped the school building. Much of the machinery was given or loaned to the school by the manufacturers. The annual cost of maintaining the school is about \$18,000, which is met by State and city appropriations, together with fees. The building is the first erected in the United States exclusively for the purposes of a textile technical school.

The steam plant gives the students an exceptionally good opportunity of putting into practice their instruction on steam engineering, including as it does a feed water heater, oil separator, two feed pumps, and other accessories to a complete steam plant. The heating of the building illustrates both the direct and indirect systems, and arrangements are made by which the building can be heated by live or exhaust steam, and condensation water returned automatically to the boiler or otherwise. The building is equipped throughout with a system of Swedish mill telephones.

The school has a wide variety of cotton-mill machinery, and this feature of the school is considered as being almost perfect for the purpose of a technical school that is devoted exclusively to the teaching of cotton manufacturing. Almost every maker of cotton machinery in the United States is represented in the school, together with several English builders, giving the student an opportunity of becoming acquainted with machines varied in construction, although utilized for performing the same work.

The courses of instruction are divided into day and evening classes, and the courses are shown below :

Day classes : The principal course of instruction in the school is the general cotton manufacturing course, which is intended to give a student a general knowledge of all the cotton manufacturing processes, and sufficiently specific and complete information to qualify him to hold a position as superintendent of a cotton spinning or weaving mill, or other responsible position. The course covers three years. There are also five alternate courses : Yarn mill superintendent's course, one year ; plain weave mill superintendent's course, one year ; designer's course, two years ; mill engineer's course, two years ; dry goods commission house course, one year ; chemistry and dyeing course, three years ; and yarn preparation and knitting, two years. Students must be at least 14 years of age, and may be of either sex or any nationality. Those who have been students of other technical institutions, colleges, or universities, and graduates of high schools are admitted on certificates. Other applicants for admission to the school must either pass an entrance examination in arithmetic and English, or present satisfactory evidence of necessary qualifications in elementary education. The fee for tuition in the day classes is \$50 per term of approximately four months, making \$100 for the school year, for residents of Massachusetts. The fee for others is \$75 per term, or \$150 per year, in accordance with an act of the legislature. Diplomas are given on the satisfactory completion of a course of study.

The courses of study for day classes are as follows : The regular cotton manufacturing course is intended for the training of men aspiring to the position of agent, superintendent, overseer, or other responsible position in a cotton mill or a cotton machinery works, or to give an opportunity to a man holding a responsible position to perfect his knowledge of the cotton mill business. It includes : First year — plain weaving, fancy weaving, designing, hand-loom work, mechanism and machine drawing, warp preparation, and calculations ; second year — cotton picking, carding, combing, and spinning, steam engineering, advanced designing, and mechanism and machine drawing ; third year — advanced weaving, manufacture of combed yarn, designing for pile and Jacquard fabrics, mill engineering, and knitting or dyeing. Facilities are given in the third year for the students to carry on experimental work,

and each student graduating is expected to write a thesis, or perform some special work in connection with some matter of general interest to a cotton manufacturer.

The yarn mill superintendent's course is intended to qualify a man to hold a position as superintendent of a cotton yarn mill, boss spinner or boss carder, or other responsible position in connection with a cotton carded yarn mill or cotton machinery works. It includes cotton picking, carding, and spinning, machine drawing and mechanism, and steam engineering.

The weave mill superintendent's course is intended for men who desire to become superintendents of weaving mills, boss weavers or fixers, or to hold other positions requiring expert knowledge of plain weaving. It includes warp preparation, weaving, designing, hand-loom work, machine drawing, mechanism, and steam engineering.

The designer's course is intended to qualify a man to hold a position as a designer in any textile mill, whether cotton, woollen, worsted, or silk. This, in the first year, follows the lines of the general cotton manufacturing course. The second year of this course, however, is different, almost exclusive attention being given to designing and practice on hand and power looms.

The mill engineer's course is intended for those men who desire to follow the occupation of a textile mill architect or engineer. This follows the lines of the general cotton manufacturing course, excepting that especial attention will be given to instruction with regard to power plants, mill designing, and engineering and transmission of power.

Evening classes: The school is in session four evenings per week for the benefit of those students who are engaged in the mills and workshops during the day. Practically free education in any or all branches of cotton manufacturing is offered to those who cannot defray the whole cost of their textile education. No difference is made between the courses of instruction of the evening and those of the day. The same machinery and same instructors are retained for the evening classes, and, in order to accommodate the larger number of students found in the evening technical schools, additional instructors have also been engaged for the benefit of the evening students alone.

A special feature of the evening instruction is in the minute subdivision of subjects, so that any one employed in the mill will find in the plan of studies something that will assist him or her, and which will apply to the department in which he or she is daily engaged, and yet will not necessitate an entry for a long course of study in order to get such instruction as is desired. Satisfactory evidence of ability to read and write English and a knowledge of elementary arithmetic are required. The fees for the evening classes are uniformly \$2.50 per term of three months in each subject. Students taking two subjects and attending four evenings per week pay \$5 per term. In a few subjects instruction is given free to

residents of New Bedford. The staff of instructors numbers 17, principally mill overseers and superintendents, or those formerly holding such positions.

For evening classes the course in carding covers picking and card-room machinery, including combing, to be completed in a two-years course, two evenings a week. Mule spinning is a one-year course, two evenings per week. Ring spinning is a one-term course, two evenings per week. Cotton sampling is a one-term course, one evening per week. Spooling, warping, and slashing is a one-term course, two evenings. Weaving and fixing course covers plain and fancy weaving and loom fixing on all the different makes of American looms. It is a two-years course, two evenings per week. The second year of this course is devoted to fancy weaving, including dobby and drop-box looms, both weaving and fixing. The Jacquard weaving course covers one year, two evenings per week.

In the designing department, a course in cloth dissection is intended to be a primary designing study sufficient to meet the requirements of those connected with the weaving departments of the New Bedford mills without qualifying them to hold positions as designers. It is a one-year course, two evenings per week. Hand-loom work is given a two-year course of one evening per week. The full course in designing covers designing of all kinds of cotton fabrics, including both cloth dissection, cloth construction, and hand-loom work. It is a two-years course. This class is taken in two sections, as follows: Elementary — three evenings per week; advanced — three evenings per week. A course in mill arithmetic is of one year, two evenings per week. A course in yarn-mill arithmetic covers one year, two evenings per week.

Bradford Durfee Textile School, Fall River.

This school was organized in 1899, and it is expected that the building which it will occupy will be completed during the summer of 1903. The total cost of the plant when ready for operation will be in the neighborhood of \$150,000, not including the cost of the land, which was a gift from the heirs of Bradford Durfee, after whom the school has been named. The establishment of this school was the result of the efforts of the Fall River Loom Fixers' Association, its members being fully alive to the fact that a proper course of training was necessary to make an expert operative. Upon approaching Mr. Leontine Lincoln, of the firm of Kilburn & Lincoln, in August, 1897, and explaining their wishes and the results they desired to obtain, he entered into the plan and heartily supported the idea. He gave the first loom for the association's use, and so enthusiastic were the members that they voted to place it on a float on Labor Day, take it apart, rebuild it, put in a plain warp, and weave as much cloth as possible during the parade. With the aid of four expert fixers all this was done. The first yard woven was presented to Mr. Lincoln, and the remainder was cut into small pieces and given away

as souvenirs. Other men came forward and gave looms and other equipment, and the association's school progressed until it reached its ultimate development in the present incorporated textile school, with Mr. Lincoln as president.

American Correspondence School of Textiles, New Bedford.

This school has been in existence for several years, having been first established in Lowell. Its purposes and methods are similar to those of all correspondence schools, and the courses cover substantially the same details as the textile schools, so far as is possible by correspondence.

Students of the school who complete the course and have graduated are entitled thereafter to the benefits of the school by the payment of a small fee to cover cost of printing, mailing, and answering their inquiries. This applies only to students who have completed a full course in any subject. The primary knowledge required for enrollment in the school is only that of reading and writing.

This school is divided into the following departments: Department of cotton manufacture, department of fabric designing, and department of woollen manufacture. The courses in the department of cotton manufacture are intended for treasurers, agents, superintendents, overseers, second hands, third hands, mechanics, spinners, loom fixers, weavers, and other workers in cotton mills and machine shops, salesmen in commission houses, jobbers, converters, dry goods merchants, mill engineers and draftsmen, machinery salesmen, and others. The courses are the following: Complete cotton mill superintendent's course; cotton mill arithmetic course; cotton carding and spinning course; cotton spinning and warp preparation course; cotton warp preparation and plain weaving course; fancy cotton weaving course; cotton carding, spinning, and plain weaving course.

The courses in the department of textile designing are intended for designers and assistant designers, agents, superintendents, overseers, and second hands in weave rooms; section hands, loom fixers, weavers in cotton, woollen, worsted, or silk mills; dry goods merchants, salesmen in commission houses, jobbers, and all persons interested in textile designing. The following courses are laid out: Complete designing course; designer's calculations course; textile coloring course; theory of designing course; cotton designing course; woollen and worsted designing course; silk designing course.

The courses in the department of woollen manufacture are intended for treasurers, agents, or superintendents of woollen mills; also boss carders, boss spinners, and other overseers, section hands, and those who desire to qualify for such positions. They are also recommended to mill engineers and draftsmen, woollen machinery builders, erectors, salesmen, dry goods merchants or salesmen in commission houses. They are as follows: Complete woollen course; woollen arithmetic course; woollen

carding and spinning course; woollen warp preparation and weaving course; fancy woollen weaving course.

There are 10 instructors engaged in teaching in these courses, in addition to a director, in whose hands the management of the school lies.

Waltham Horological School, Waltham.

The need of better and more thoroughly equipped workmen in the trade of watchmaking, repairing, etc., led to the establishment of this school in 1870. Under modern conditions in the factories where watches are made, the workmen are kept on special branches of the work, and no one has the opportunity to practise or learn the whole of the trade. The same thing is true in the job shops, where most watch repairers are trained, and as a result, competent watchmakers who thoroughly understand the whole business and can make the complete watch, carrying it through all the different operations, are very few. When a student has finished his course in this school, he is able to make a complete watch, and is also a first-class repairer. While he may, and probably will, after graduation, devote himself to some one or possibly two branches of the trade, yet because of his thorough ground work he will be the more competent.

The hours of work in the school are eight on every week day except one when the number of hours is nine. Work is also required during such evenings as may be chosen by the manager. The charge for tuition is \$65 for the first three months, \$50 for the second three months, \$45 for the third three months, and \$40 for each three months thereafter, payable quarterly in advance.

The course of instruction covers the following branches:

Plates: Punching rough blank, depthing and recessing for train, drilling, and tapping, barrel punching, turning, cutting teeth, and fitting arbor. *Wheels:* Punching rough blank, cutting teeth and finishing for the train wheels, lever, duplex and chronometer escape wheels, and all the wheels used in watches. *Pinions:* Cutting of rough blank, turning ready for cutting, cutting levers, pivoting, tempering, and polishing. *Jewels:* Slabbing and sawing rough stones, drilling, turning, polishing, opening and finishing hole to fit pivot. All kinds of jewels are made, such as centers, plates, end stones, palates, balance, rollers, duplex rollers, chronometer detent, impulse, lifting, and jewels for all purposes for which stone is used. *Balances:* Punching rough steel and brass, turning, fitting, brazing, recessing, crossing, drilling, tapping, and finishing. *Staffs:* Pupils are required to make staffs for all classes and kinds of watches, from the rough stock to the perfect finish, from samples, or from measurement where the staff is lost. *Jeweling:* Pupils are required to locate train, prepare the plates for setting jewels, and prepare jewels and settings for same, set them, fit to pivots, true settings to fit places, end shake, surface settings, drill, tap, counterbore, strip, and finish their

work equal to the best produced in any watch factory. *Springing*: Pupils are required to fit the balance to the staff, cut, true, and poise the balance, pick out the spring, fit it to collet, true it, vibrate it on the balance to time, pin it into the watch in beat and time by seconds. *Screws*: Made from rough stock, turning, cutting thread, slotting, hardening, polishing, and bluing. *Stem-winding parts*: All stem-winding parts, such as crown wheels, winding pinions, winding and intermediate wheels, rockers, levers, collets, springs of all kinds for all classes of watches. *Matching*: Pupils are required to put the escapement together, setting the palate stones, adjusting for lock, drop, and let-off, also set jewel pins, adjust roller action, and see that the watch is in perfect beat. *Finishing*: Pupils are required to see that all parts are thoroughly fitted, that there is the proper amount of end and side shake to the train, that the escapement is in perfect order; that let-off, lock, and drop are correct, and that the banking is properly set; that the roller action is perfect, and the watch in beat. *Adjusting*: Pupils are required to see that the balance is properly trued and poised, and the hairspring properly set and trued. The first test is for heat and cold, and when the balance is properly adjusted, the test is made for isochronism; after that is obtained, errors are corrected for position. *Repairing*: Pupils are required to replace old parts with new, also pivoting, bushing, and all other things pertaining to putting a watch which is out of order in good repair. *Tools*: Pupils are taught to make and keep in repair pinion, wheel, and jewelers cutters, drills, turning tools, taps, dies, and all necessary tools.

Ophthalmology: Instruction in this branch is designed to give the pupil a thorough knowledge of the eye, how to fit glasses, and how to treat any ordinary disease of the organs of vision. *Engraving*: All pupils who wish can receive instruction in all branches of engraving by a competent teacher without additional expense.

Diplomas are given to all who successfully complete the prescribed course. Students are expected to purchase the smaller tools they use in ordinary bench work; the expense need not exceed \$20. Lathes and lathe attachments and the more expensive tools are furnished by the school. The school has four instructors, including a teacher of engraving and a teacher of optics, who is a regular physician and oculist. The annual cost of maintaining the school is \$4,500; this amount is raised from the money received from pupils in fees.

North Bennet Street Industrial School, Boston.

This school was established for the purpose of giving a general education and instruction in manual training to the children of the poor. A special course started in 1897, which teaches clay modeling as applicable to wood and stone carving, teaches a recognized trade, and consequently has a right to consideration here.

The instructor, trained in stone works in England as a modeler and wood and stone carver, follows such course of instruction as seems best to him. The school is open to workmen in the shops, as well as boys over 14 years of age. There is no fixed period of study and no formal graduation, and a pupil is not considered as having finished his course until the instructor says that he is fitted for employment at the trade. The annual expense of maintaining this course is very small, and the funds for this and all other purposes of the school come principally from donations.

Wells Memorial Institute, Boston.

This institute has been in operation twenty-three years. Its objects, as stated by its constitution, are "to provide working people the means of social intercourse, mutual helpfulness, mental and moral improvement, and rational recreation." It carries on mechanical and industrial evening classes and a system of free lectures. The classes include courses in architectural and machine drawing, practical electricity, steam engines and steam engineering, dressmaking, millinery, cooking, and stenography and typewriting. For these courses there are eight well-trained instructors. The only fees charged are an entrance fee of 50 cents for each course, and the \$1 per year fee for membership in the institute. The funds for maintaining these classes come from the fees and contributions, and they are managed by the officers of the institute and its superintendent.

Free Evening Drawing and Trade Classes of the Public Schools, Springfield.

These classes were established to provide for young men desirous of adopting industrial pursuits an opportunity to gain a good knowledge of machinery, etc. The classes in free-hand drawing and drafting were established over 20 years ago, and classes in tool making, machine-shop practice, and plumbing were started in the autumn of 1898. These classes are under the management of the school committee of the city and the superintendent of schools.

The object of the free evening drafting classes is to teach mechanics and others, either men or women, the principles of mechanical drawing used by designers, decorators, architects, machinists, and engineers. Those wishing to attend free of charge must reside in Springfield, must be more than 14 years of age, and must not be members of the public day schools. Non-residents are charged \$10 for the term of twenty-one weeks.

The outline of the work is as follows: Beginners' class (two evenings per week); use of tools and the drawing of plane figures; orthographic projection of solids, and the principles of same applied to the making of working drawings. Middle class (two evenings per week); the development of surfaces of solids, isometric projection, theory of the screw, and the laying out of practical working drawing, line shading. Advanced

class (two evenings per week); machine and architectural drawing, class and individual instruction in the principles of cams and gears, the laying out of practical working drawings from models and figured sketches, practice in tracing, and instruction in blue printing; class and individual instruction in house planning and details of same; architectural perspective and the coloring of drawings. These different branches are arranged in a series of courses, covering each subject in such a practical manner as to make it possible for any student to fit himself for a position as draftsman in any of the different trades.

Persons to be admitted free to the evening free-hand drawing school must be residents of Springfield, not less than 15 years of age, and must not be members of a public day school. Non-residents are charged \$10 for the session. One lesson a week is required. Elementary class; still life, simple casts, etc., in charcoal. Intermediate class; still life, historic ornament, and casts from details of human figure in charcoal. Advanced class; drawing from life in charcoal, pencil, pen and ink, and brush; pictorial composition.

Applicants for admission to the evening trade classes in tool making and machine-shop practice are required to furnish satisfactory evidence of fitness to do the required work. They must have a practical knowledge of such machines as the lathe, shaper, and drill press, and the tools which accompany them. They must also give satisfactory references. From time to time test pieces of each student's work are subjected to measurements by standard measuring machines. The degree of accuracy in the student's work, as shown by these authorized tests, determines his standing, and forms the basis on which certificates of proficiency are granted. Three of these certificates entitle a student to a diploma. At least three years are required to complete this course. The tuition is free to residents of Springfield, and \$15 per term for non-residents; a fee of \$5 for incidentals is charged to all members of these classes, resident or non-resident.

The course of instruction begins with the use of the simpler testing tools, such as calipers, gauges, and micrometers in machine-shop problems. After these preliminary exercises, the construction of simple tools, such as mandrels, twist drills, reamers, butt mills, milling cutters, taps, and dies is begun. These tools are first finished in the rough, and afterwards tempered and ground to accurate dimensions. They are not accepted unless they are as accurate as tools of their class produced by the best makers. The next step in the course is the making of standard gauges, such as fixed or snap gauges, standard plugs, and collar gauges. Practice is also given in designing and making special gauges for testing certain parts of the work involved in high-grade manufactured products. The final steps in the course include the more complex and original processes for which the preceding practice has been a preparation. This work involves the making of machine tools which are to be used in the

production of the interchangeable parts of machines. In this class of tools are included jigs, templets, punches, dies, etc. . A course of mechanical drawing accompanies the shop-work on the lines necessary to a proper understanding of the details of the mechanical processes.

For the evening classes in plumbing, the tuition is free to residents of the city, the fee being \$20 for non-residents. The outline of the work in the classes follows: First year: The theory of plumbing practice — (1) Metals and alloys; solder and its manipulation. (2) Hydraulic rams, how to set and put in operation; practical demonstration. (3) Pumps, single and double acting, how to connect and repair. (4) Water and its distribution; service pipes; friction, adjustage, pressure, and velocity; *vena contracta*. (5) Water supply; water hammer, cause and remedy; noises in water pipes; air locks in water pipes, cause and remedy. (6) Water regulators; reducing the pressure; practical tests with gauge. (7) Water meters; how to read; sample for practical demonstration. (8) Filters and filtration; samples. (9) Kitchen range boilers, single and double, with various connections, showing faulty and correct method for hot-water circulation; upright and horizontal setting; circulation of water; illustrated with charts. (10) Storage and house tanks; safety and vacuum valves; faucets, how to repair, showing various patterns; freezing of pipes; thawing of pipes. (11) Cottage house plan and specification; city, tenement, and apartment house plans for supply pipes.

Manual instruction — Methods of joining metals; tools, names and uses; straightening pipe; preparing pipe ends; cup joints; overcast joint; making and putting on tacks; cleaning and testing solder; wiping joints, supply pipes only; horizontal and upright, round and branch, 3-way joints; packing bibbs and ball cocks; wiping in and adjusting bibbs for sinks and laundry tubs; setting up and connecting boilers with range and house tank; tank lining and pipe connections.

Second year: Theory of plumbing practice — (1) Heat, ventilation, local and drain; practical demonstration. (2) Drainage systems; subsoil drains, cellar drainers; cesspool construction; sewer, drain, soil, and vent pipes. (3) Subsoil drainage; cellar drainers; demonstration. (4) Ventilation of house drains; fresh-air inlets; frozen vent pipes; plenum and vacuum in a drainage system; foul air, where discharged. (5) The siphon and its action upon house plumbing. (6) Traps and siphonage; grease traps; where should a trap be ventilated? (7) Traps tested, showing merits and demerits of the various traps; samples of twelve makes. (8) Fixtures; baths, sinks, urinals, lavatories; laundry tubs, tank valves. (9) Water-closets; care of plumbing fixtures. (10) Proper arrangement of plumbing fixtures.

Manual instruction — Wiped joints, round and branches, on $1\frac{1}{4}$ to 4-inch lead pipe, also of angle; wiping on 2 and 4-inch ferrules; wiping side and floor flanges; wiping flanges on traps; wiping joints used in

electric conduits; sand bends, springs, etc.; sand bend offsets and angles; soil-pipe joints, upright and horizontal; setting up soil-pipe drainage systems; setting up plumbing fixtures; lead burning.

In the above classes six instructors are engaged in teaching. Three of these are teachers of mechanical and free-hand drawing, two are teachers of machine shop work, and one of plumbing. The annual cost of maintaining these classes is paid by the city.

Young Men's Christian Association School, Boston.

This school was established in 1896 to provide for the educational needs of those who have been deprived of a good foundational education. The school aims to educate the student in just as broad a sense as his ability will permit, and every course is framed and conducted on an educational basis, with strictly practical ends in view. Perfect freedom is allowed in the matter of studies selected, provided those are taken which are adapted to the abilities of the student. There are 12 departments, or 112 courses of instruction, but only the drafting and art departments come within the scope of this report as being clearly industrial in character.

The elementary drawing class offers a course in the principles underlying all mechanical and architectural drawing. This class is a feeder for the advanced classes into which students will be promoted at any time they are prepared. Geometrical problems, shadows, intersections, projections, and all the elementary principles will be fully presented in a clear and practical manner.

In mechanical drawing the course comprises instruction in machine drawing, sketching from the machine, the construction of scale drawings and tracings, and the preparation and use of blue-print paper. The object of this course is the production of finished detail and assembly drawings for shop use. A practical knowledge of projections and shading, as well as some proficiency in the use of drawing instruments, is most essential, these subjects being given in the elementary class.

The object of the course in mechanical design is to provide practical instruction upon a number of subjects relating to engineering work. A special class is provided for advanced mechanical drawing. To enter this class the student must be somewhat familiar with mechanical drawings; he must also be possessed of a good knowledge of arithmetic. The course consists of twenty-four lectures upon the subjects scheduled, many of the problems being demonstrated by apparatus, dummy engine gears, etc.: (1) Strength of materials; (2) standard bolts; (3) levers; (4) screws and toggle joints; (5) cams; (6) belts; (7) ropes; (8) pulleys and shafting; (9) and (10) gears; (11) and (12) riveted joints; (13) to (16) boilers; (17) and (18) steam engines; (19) and (20) steam-engine indicators; (21) and (22) iron and steel manufacture; (23) and (24) mill structure. Each student is required to keep a note book, and work out numerous problems in connection with the above topics.

The three-years course in architectural drawing aims to acquaint the student with the scientific principles underlying the study of construction, and with the elements of mathematics and mechanics necessary to the solution of architectural problems. The first year's work consists of the proper use of instruments, geometrical problems, intersections, shadows, and lettering. Free-hand drawing from the cast and model should be taken during the entire three years. One foreign language is also offered during the same time. The strictly professional work begins in the second year, with instruction in the classic moldings, five orders, timber, brick, and stone construction, pen and ink rendering, architectural history, and elements of design. The third year the student is thoroughly drilled in original design; instruction is also given in shade and shadow rendering in India ink, perspective, business law, heating and ventilation, and steel, stone, and brick construction. Applicants for admission to the second or third year classes, omitting the previous grades, must show that they possess the requisite knowledge.

The revival in the shipbuilding interest of the United States is calling into activity a class of draftsmen who for years have been in slight demand. Ship draftsmen have been so little called for during the past fifteen years that few have fitted themselves for this particular field, and now that they are in demand the supply is inadequate. With the wish to place this much desired instruction in the reach of draftsmen, students, and yachtsmen, the following courses have been framed: First year—Drafting: Lines—sheer plan, half-breadth plan, body plan, midship section; projections—water lines, cross sections, diagonals, section lines. Construction (steel or wood): Keel, keelson, frames, floors, deck beams, planking or plating, decks, ceiling, riveting or fastening. Second year—Calculations: Displacement, center of buoyancy, areas of cross sections, areas of water lines, areas of lateral plane, areas of midship section, displacement per inch, center of lateral plane. Yacht construction: Keel, keelson, frames, floors, beams, clamps, decks, planking, fastening. Lead keels: Calculation of weight; calculation of center of gravity. Sail plans: Calculation of area, calculation of center of lateral resistance, calculation of balance. The instruction in mechanical lettering covers two hours per week.

The course in free-hand drawing includes drawing from the object, forms, plaster casts, and life; instruction in the use of pencil, charcoal, and brush; perspective; elements of design, and technical application.

A course in practical design, as employed in the arts and crafts, includes such subjects as stained glass, furniture and drapery, wall papers, printed fabrics, book covers and inlaid work, the study of form as applied to pottery and its decoration, wrought and bent iron-work, wood and stone carving, and interior decoration. The term is divided into two sections. The first is devoted to the study of the various styles of historical ornament, animal and plant forms, and the principles of construc-

tion in design. The second is devoted to the practical application of design, the technicalities of the various arts and crafts, the final rendering of design in charcoal, pencil, pen and ink, and water colors.

The course in sign writing offers complete instruction, including the preparation of new and cleaning of old boards; the mixing of paints and sizings for all purposes; bronze, gold, and silver lettering; gold and silver lettering on glass, worked up in numerous ways, being placed on the back of the glass; lettering on card and cloth; gold and black lettering on office doors; treating with gold, silver, and aluminum on any surface; lettering on banners (silk or cotton); sign advertising on walls and fences, in all its branches; fancy lettering of every description — monograms, scrolls, and striping.

A course is given in drafting gentlemen's garments, the system taught being well adapted to the needs of merchant tailors and garment workers.

The number of instructors in the institute in 1902 was 60, of whom 12 devoted all, or part of, their time to instruction in the department of drafting and art. Members of the evening institute are required to hold a \$5 association membership ticket or a \$10 gymnasium ticket, and in addition to pay, in either case, the small class fee for each subject.

The following annual class fees are exacted: Architecture — elementary, \$3, advanced, \$4; free-hand drawing, \$3; industrial design, \$3; lettering (mechanical), \$2; mechanical drawing — elementary, \$3, advanced, \$4; mechanical design, \$4; ship drafting, \$5 and \$8. The cost of maintaining this department is procured from tuition fees, from the endowment fund, and from subscriptions of members of the association.

School of Drawing and Painting, Museum of Fine Arts, Boston.

The act incorporating the Museum of Fine Arts was passed in 1870, and in recognition of the great need of a school where those desiring could secure an art education, provision was made for its location in the museum. The school was established in 1876, and rooms were provided for it by the trustees of the museum.

On entering the school, each pupil is placed immediately in the class for which fitted, and advancement thereafter is regulated by the judgment of the instructors. Pupils in all departments are allowed the free use of the galleries, collections, and library of the museum, and during the morning hours are given the preference over the pupils of any other school in the choice of places for drawing in the galleries.

Diplomas are given, upon application, to those students who have fulfilled the requirements of the committee. In the department of decorative design, these requirements include satisfactory work during the prescribed course and satisfactory examinations in perspective.

Upon joining the school for a period of one or more terms, pupils are required to pay an entrance fee of \$10. In addition, the fees for tuition, which are the same in all departments, are as follows: First

term, twelve weeks, \$45; second term, twelve weeks, \$45; third term, nine weeks, \$35. Pupils who have paid the fees for the first two terms of any one year are entitled to free instruction for the third term of that year. Advanced students who desire practice and criticism in drawing from the cast or model for a shorter period than a term are admitted by the month, upon the approval of the instructors, paying \$25 for their first month and \$20 per month thereafter.

The school awards ten scholarships at the end of every year, each entitling the holder to free tuition for the year following. Four of these are limited to advanced students, and the rest may be applied for by any regular student of the school to whom such aid is necessary. A special scholarship enables a pupil "who shall have been most proficient in painting" to study art in Europe for two years. This is open to both men and women, and is given to the pupil who is recommended by the managing committee of the school as most worthy to receive it. Another scholarship is for young women only, and gives to the holder free tuition for a year, with \$100 in addition. It may be awarded to the same person in successive years at the discretion of the committee.

The school has three departments, one in drawing and painting, one in modeling, and one in decorative design, with supplementary instruction in anatomy and perspective. Informal lectures are also given to pupils of the school upon the arts represented in the collections of the museum. In this school there are a manager and eight instructors. The cost of maintaining the school is derived from fees of students and contributions of friends.

Eric Pape School of Art, Boston.

This is primarily an art school, but also has courses in industrial design. It was established by its proprietor in 1898. There are no examinations for admittance to any of the classes. Students begin at once to draw from the nude and draped model. Advanced students are instructed in grouping and composing on canvas. Students can obtain free entrance cards to the Museum of Fine Arts, and can work in the art rooms of the Boston Public Library. The management of the school is in the hands of its proprietor, who is also the director and head instructor. There are three principal instructors and one assistant.

The courses for some of the classes, with terms, are as follows: Decorative design, including the following list of studies: Designing for stained glass and decorative painting; metal work, carved wood, and mosaic; tapestry, embroideries, carpets, wall paper, and leather work; posters, book covers, initial letters, and decorative illumination of books; \$15 per month. Students of stained glass and decorative painting, using models, \$20, four lessons each week. Pyrogravure, burning on wood and leather, \$15 per month.

Drawing, painting, and illustrating: Drawing and painting from the costume model in charcoal, oil, pastel, and water color, \$15 per month;

portrait in charcoal, oil, pastel, and water color, \$15 per month. The class in illustrating includes the following branches of study: Pen drawing (for book, magazine, and newspaper work); wash and gouache drawing; charcoal drawing; water color; pencil drawing; red chalk (sanguine); etching; chalk and crayon drawing; papier gillot (process paper); black and white water color. Tuition \$15 per month. Composition (advanced class), \$6 per month, free to students who attend any two classes; \$2 per month for students who attend one class. The study of costumes of all ages is included in this class.

Scholarships are given for drawing and painting from life, portraiture, water color, decorative design, illustrating, composition, etc., and are awarded on general yearly average and entitle the student to free instruction during the ensuing year. Money prizes and medals are also distributed. A bronze medal and a scholarship are awarded for the finest set of compositions at the end of the year, or a silver medal for best work done in advanced composition class with the assistance of models and accessories, if a sufficiently high standard is reached. The annual cost of maintaining the school is paid from the fees of the students.

Massachusetts School of Design, Boston.

This school is based on the reorganization of the Lowell School of Practical Design which was established in 1872 for the purpose of promoting industrial art in the United States. Then there were practically no designers of patterns for textile fabrics in the United States, and all designs were made and purchased abroad. There was no opportunity in this country of acquiring taste and skill in composition and design with reference to the industrial arts, and it was believed that a school of this kind would result not only in providing a good trade or profession for those whose tastes lay in the direction of art, but would prove to be of great advantage ultimately to the manufacturers by enabling them to get a variety of designs and to get them at a lower cost.

Under the influence of Mr. John A. Lowell this school was established by the Lowell Institute, for which he furnished the funds and of which he was the trustee. The corporation of the Massachusetts Institute of Technology assumed the responsibility of conducting it, and has retained its management according to the purpose and general plan of the school, as proposed by the trustee of the Lowell Institute. The expenses are borne by the Lowell Institute, and tuition is \$100 per annum.

The course of study is as follows: Students are taught the art of making patterns for prints, gingham, delaines, silks, laces, wall papers, book covers, carpets, oilcloths, etc. The course is of three years' duration and embraces: Technical manipulations; copying and variation of designs; original designs and composition of patterns; the making of working drawings and finishing of designs. Lessons are also given in china painting and cast drawing. Instruction is given personally to each

student over his work. Students supply their own instruments and materials, the cost of which is about \$5 per year. The school is constantly provided with samples of all the novelties in textile fabrics from Paris, such as broadcloth, silks, ribbons, alpacas, armures, and fancy woollen goods.

Massachusetts Normal Art School, Boston.

The legislature, by an act passed May 16, 1870, made instruction in industrial and mechanical drawing obligatory in the public day schools, and required cities and towns containing more than 10,000 inhabitants to make provision for free instruction to persons over 15 years of age. It was soon found impossible to realize satisfactorily the benefits intended by this act, for want of competent teachers. To furnish a supply of teachers, the legislature in 1873 provided for the establishment of a State normal art school, and this school was started in the fall of that year. Its purpose is to train teachers and supervisors of industrial art; but while the majority of its graduates do become teachers, yet so many of them make use of the special qualifications which the training of the school has given them to go into various industrial lines, that some note of the school seems proper in this place.

Candidates for admission must be over 16 years of age, must bring a certificate of moral character, and must present a high-school diploma or its equivalent. Entrance examinations must be passed upon the following subjects: Outline from group of models; outline ornaments from cast; light and shade from objects. Tuition is free to students residing within the State and intending to teach drawing in the public schools. Students from other States who declare their intention to remain in the school until they graduate and after graduation to teach in the public schools of Massachusetts are admitted free; otherwise they must pay a fee of \$50 per term. A fee of \$5 per term for incidentals is charged. Graduates may continue their studies for one year upon invitation of the principal. Diplomas are awarded to graduates of the several courses, and are of three kinds—a mechanical diploma, a free-hand diploma, and a teacher's diploma. The school is under the management of the State Board of Education and a principal; it has 15 instructors.

There are six classes, outlined as follows:

Class A. — Elementary Drawing. Works required. — Geometric problems and perspective problems, instrumental; model drawing in outline; outline of group of common objects; light and shade drawing from a group of colored objects; details of human figure from cast; details of animal form from cast; details from the historic schools of ornament; botanical drawing in pencil, pen and ink, and with brush; water-color studies from the living plant and flowers; decorative rendering of the same; exercises in design. Examinations for advancement. — Plane geometrical problems; perspective problems; drawing from objects (time sketch); historic ornament and design; theory of model drawing.

Class B. — Drawing, Painting, Composition, Artistic Anatomy, and Advanced Perspective. Works required. — Drawing from the antique figure and living model; anatomical details; perspective of shadows, reflection, and aerial effects; study from still life in oil or water color; composition; decorative design. Examinations for advancement. — Time sketch from the antique; time sketch in color from still life; original decorative composition; paper on the historic schools of painting; paper on advanced perspective.

Class C. — Constructive Arts and Design. Elementary course (first term). — Orthographic projection; projection of shadows; elements of machine drawing; elements of building construction; examination in each subject. Advanced course (second term) — Works required. — Descriptive geometry: Illustrations from lectures; intersections of solids; projections of shadows. Ship drafting and model. Architecture: Design for dwelling or public building; structural details of same; monograph of architecture and ornament; drawing of buildings from measurements; two designs in accordance with a proposition. Machine drawing: Screws and their application; wheels, spur and bevel gears, cams, etc.; machine drawn from copy; machine drawn from measurements; details of same prepared for shop; shopwork, in wood and iron; forging, making, and tempering tools, etc. Examinations for advancement. — Papers on solid geometry and shadows; examination of shopwork; examination on lectures, notes, and problems; examination in architecture; examinations in building construction; design sketches based upon a proposition; paper on subject selected for monograph.

Class D. — Modeling, Casting, and Design in the Round. Works required. — Elementary course: Ornament from the cast; study from the drawing or photograph; study from the living plant; details from the antique figure; details from animal form. Advanced course: Head from life; original design; study from the living model; figure composition. Casting: Cast from nature of fruit or foliage; cast from a piece mold, sulphur mold, and gelatine mold. Examinations for graduation. — Time sketch in clay from ornament; time sketch in clay from the antique; time sketch in clay from life (head); design in the round; paper on sculptured ornament.

Public School Class. Pedagogy; teaching exercises; observations in the public schools; consideration of courses of study; graded illustrative work; blackboard drawing; details of supervision. Examinations for graduation. — Pedagogy; essay on supervision; essay on illustrative work; essay on literature of art.

Special Class. Special class in applied design. — Only students who have performed the work required in classes A, B, and D, or A and C, will be eligible to enter this class.

Lectures. — Class lectures are given each year on the history of art, on design, anatomy, and perspective. A special course of lectures will

be given during the first term by members of the faculty. All students are required to attend them.

There are three regular courses of instruction, made up of the work in two or more of the classes above described, as follows: The first course requires four years. It embraces the work of classes A and B and the elementary course of C and D, followed by a year in the public school class. The second course requires four years. It embraces the work of classes A, B, and D, with normal instruction from the teachers of those classes. The third course requires three years. It embraces the work of class A, and the elementary and advanced work of class C, with normal instruction from the teachers of those classes. Students completing the work of class A may choose one or more of the courses offered by the school. The annual cost of maintaining the school is \$24,000, paid by the State.

Public Evening Drawing Schools, Boston.

These schools were established under the provisions of a law passed in 1870, providing for the teaching of industrial and mechanical drawing in the public schools of cities and towns of 10,000 inhabitants or more, and are five in number. No person under 15 years of age is admitted. Students are admitted to the first year's course without examination.

The last week of the year's course or term is devoted to examinations in all the classes. Each first year student who has finished the work in his class and passed the required examinations is entitled to a first year diploma, each second year student to a second year diploma, and each third year student who has finished the work of his class and passed the required examinations is entitled to a third year diploma. The work done in the different classes in these schools is entirely industrial in character, and the students, all of whom attend voluntarily, are nearly all workmen in some branch of industry. All of the material used by them is furnished by the city without charge. The proportion of male to female students is about three to one. The total number of instructors is 27.

The courses of instruction follow: *Course in Free-hand Drawing and Design.* — First year. — The first year course in this department is required. The subjects for instruction are pictorial drawing from geometric solids and from still-life objects, from examples of historic ornament as an introduction to decorative design and the principles and practice thereof in its elementary stages, and geometric drawing as an important factor in decoration. Second year. — The second year course is elective. The subjects for instruction are the same as those in the first year, but they are presented in a more advanced form, and with the additional ones of drawing from casts of the human figure, in detail and in full, and the application of decoration to various purposes. Third year. — The third year course is elective. The subjects chosen for in-

struction are similar to those presented in the second year, with this addition, that students may elect for one or more of their diploma sheets drawing from life, costume models, in place of drawing from casts of the human figure.

The details of the course in free-hand drawing follow: The first work required in this course is called "practice work in time sketching," and is to be done entirely by free-hand methods: First, from single solids; second, from simple groups of models and objects; and third, from more elaborate groups of the same. In selecting models and objects for the above-named exercises and for all following work of this kind, the teacher chooses such as will be most useful in training the power of observation, in teaching the principles of practical perspective and faculty in sketching from natural and manufactured objects such as can be presented in the class room. Throughout the above-named "practice work" as much attention is given to the expression of solidity and color values through the use of shading as seems desirable to the instructor, but some expression of this kind is required of the students before they begin their certificate sheets. All time sketches are preserved by the instructors until the close of the term, and are returned to the students at the same time as their certificate sheets. Students who have completed their work and passed the examinations of one term are entitled to enter the next year classes without further examination; but all those who have not are required to do so before receiving such advancement. Each one is, however, credited with what he has accomplished, and is allowed to finish the rest at the beginning of the following term, and if this be done satisfactorily and within a reasonable time he is then advanced to the next class. Third year students who have not earned their diplomas are also allowed to complete the course at the beginning of the following term.

Course in Instrumental Drawing. — First year. — All students are required to follow the course of instruction given in the first half of the term. The subjects are plane geometry, orthographic projections, intersections of solids, development of surfaces and isometric projections. The second half of the term is elective. The students having the choice between machine and architectural drawing are required to follow the course of instruction they may select. Second year. — The first half of the term is required. The subjects are advanced problems in plane geometry, intersections of solids, development of surfaces, and conic sections. The second half of the term is elective. The subjects of the two electives are machine drawing and architectural drawing. Third year. — In this year the entire work is elective, and the subjects chosen are to be treated in a thoroughly practical way, *i.e.*, as they would be in the office of a machine draftsman or in that of an architect.

The details of the course in instrumental drawing are: First year. — First half of term (required): Two sheets of geometrical problems; two sheets of orthographic projections; one sheet of intersections and developments; one sheet of isometric drawing. Second half of term (elective):

Elective A, machine drawing—a sheet of screws (conventional); five sheets of machinery details in elevation and section. Elective B, architectural drawing—three sheets of structural details; two sheets of plans of a building; one sheet of elevation of a building. Second year—First half of term (required): A sheet of advanced geometric problems; a sheet of orthographic projections; a sheet of advanced intersections and developments; a sheet of conic sections. Second half of term (elective): Elective A, machine drawing—a sheet of screws; a sheet of gears; a sheet of wheels and belts; a sheet of machine drawing. Elective B, architectural drawing—a sheet of structural details; a sheet of plan of two-story building; a sheet of elevation of two-story building; a sheet of framing plan of two-story building. Third year.—Instrumental drawing (elective): Four finished sheets are required from each student in this year's course. Elective A, machine drawing; Elective B, architectural drawing. In both the above-named electives the problems to be worked out by the students should, so far as it is possible, be elected by them, and in arranging their final examinations, the instructors must be governed by the students' class work.

Course in Ship Drafting. In the first year the general methods used in the design and construction of various small craft are taught and illustrated. In the second year, the plan, elevation, and section of a vessel is usually the problem to be worked out, each student having a different problem, according to his desire or need. In the third year more difficult problems of construction are given, to be also worked out in plan, elevation, and section, the distribution of these problems being governed partly by the choice of the students and partly by the instructor's knowledge of their ability.

Modeling in Clay. First year.—Required: The number of works required from each student in this year is six, and are: Ornament in low relief modeled from a flat copy; ornament in relief modeled from a cast (two works); groups of objects in low relief modeled from the round; detail from cast of human figure; original design in relief or intaglio. Second year.—Elective: Students in this year will be required to complete not less than four works. They may, with the advice of the instructor, elect the subjects of these works, and their examinations (held on the last three nights of the term) will, as in the free-hand course, be based upon their class work. Third year.—Elective: Students in this year will be required to complete not less than three works. Their examinations will be arranged in the same way and conducted in the same manner as those for the second-year students. A head and bust from life may be chosen as one of the electives.

Public Evening Drawing School, Lowell.

This school was first opened in 1872. The need which led to the establishment of this and other similar schools in the State was the great lack of trained workmen, men with technical as well as practical knowl-

edge, and the necessity of educating such men, if the manufacturers of this country were not to depend upon foreigners.

This school is managed by a special committee of three members of the city school board. There are 20 instructors in the school, and the courses of instruction are as follows: Architectural drawing, machine drawing, free-hand drawing, modeling, and practical design. The cost of maintaining the school is paid by the city.

This school has been largely instrumental in developing a new industry, namely, that of manufacturing woollen and 'worsted machinery. Some years ago the Lowell Machine Shop started this industry, previously unknown in the United States, and it is universally admitted that this departure and venture would have been a failure but for the fact that it found among its employes men who had been trained in this school, and who were, on that account, able to take hold and direct the building of the new class of machinery.

Evening Drawing School, American Steel and Wire Company, Worcester.

This school was established in 1892 by the American Steel and Wire Company at its works in Worcester, Mass. (formerly the wire mills of Washburn & Moen), because of the fact that it had become difficult to find competent mechanics, and it was realized that something must be done to educate mechanics so that they would be better able to do their work. Courses of instruction are given in free-hand drawing, mechanical drawing, architectural drawing, and mathematics. The school is held in one of the buildings of the company, and its equipment, consisting principally of drawing tables, materials, etc., cost but little. The annual funds for maintaining the school are furnished by the company.

LAWS RELATING TO CHILD LABOR.

In the following is given a brief summary of the laws affecting child labor. The provisions relating to the educational restrictions are varied and complicated, and can best be ascertained by reference to the statutes of each State. It is deemed advisable in the interest of economy of space to abbreviate them as much as possible here. Many of the States forbid, or permit only under restrictions, occupations dangerous to the life, limb, morals, or health of children, and in some of the States the employment of children in begging, theatrical, and circus exhibitions, occupations requiring the handling of intoxicating liquors, night work, etc., is specifically forbidden. No attempt has been made to note the States regulating the hours of labor of minors where labor is permitted, such regulations being very general.

Alabama. Employment forbidden of children under 12 years in mines and factories; age certificates required. No compulsory educational law.

Alaska. Employment forbidden under 21 years in bar rooms. No compulsory educational law.

Arkansas. Employment forbidden under 14 years in mines, and children under 16 years, unable to read and write, may not be employed in mines. No compulsory educational law.

California. Employment forbidden under 12 years in any factory, workshop, or mercantile establishment; certificate of age required when child is under 16 years.

Colorado. Employment forbidden for children under 14 years in any underground works or mine, smelter, mill or factory; boys under 12 years, in coal mines; no girl may be employed in coal mines. Children under 14 years may not be employed in any business during school hours unless they have attended school 12 weeks during the year; under 16, unable to read and write, may not be employed in mines.

Connecticut. Employment forbidden under 14 years in any mechanical, mercantile, or manufacturing establishment. Children under 14 years must have attended day school a prescribed period; between 14 and 16 years, provisions similar to Maine and Massachusetts.

Florida. Children under 15 years may not be employed more than 60 days without consent of legal guardian. No compulsory educational law.

Idaho. Employment forbidden, by constitution of State, under 14 years in mines. Compulsory school attendance between eight and 14 years, 12 weeks each year, eight weeks to be consecutive.

Illinois. Employment forbidden under 14 years in any mercantile institution, store, office, laundry, manufacturing establishment, factory, workshop, or mine; age and school certificates required. Girls may not work in mines at any age. Certificate of age required when under 16 years, to contain name, place, and date of birth of child.* Children under 16 may not be employed at certain occupations endangering life or health.

Indiana. Employment forbidden under 14 years in any manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office. Certificate of age required when under 16 years. Children under 16, unable to read and write in English, may not be employed in foregoing employments except in vacation of public schools.

Iowa. Employment forbidden of boys under 12 years in mines. No compulsory educational law.

Kansas. Employment forbidden under 12 years in coal mines; children under 16 years unable to read and write may not be employed in mines, and must have attended school three months in the year.

* In New York, Massachusetts, and some other States, a statement of school attendance, personal description of the child, and other data, are required.

Kentucky. Employment forbidden under 14 years in any workshop, factory, or mine, without written consent of parent and county judge under penalty of \$25 to \$250.

Louisiana. Employment forbidden of boys under 12 years and girls under 14 in any factory, warehouse, or workshop. Children under 14 must not be employed in foregoing employments, or in clothing, dressmaking, or millinery establishments, nor by itinerant musicians, unless they have attended school four months in the preceding year; no other compulsory educational requirement.

Maine. Employment forbidden under 12 years in any manufacturing or mercantile establishment. Certificate of age required under 16; under 15, this certificate must state school attendance. Children under 15 shall not be employed in any manufacturing or mercantile establishment, except during school vacation, unless they have attended school 16 weeks during preceding year; such school attendance must continue during employment.

Maryland. Employment forbidden under 14 years in mills and factories, except canning establishments, unless self, widowed mother, or invalid father solely dependent upon such employment. (This provision is that of the compulsory attendance act of 1902; operation is limited to the city of Baltimore and the county of Allegany; 19 counties are exempt from the law.) No minor between 12 and 16, unable to read and write English, may be employed where there is an evening school unless attending that or another school.

Massachusetts. Employment forbidden under 14 years in factories, workshops, or mercantile establishments; under 14, in any other employment for wages during school hours. Certificate of age and schooling required under 16 years. Children over or under 14 years, who cannot read and write English, shall not be employed where there is an evening school unless they attend the same, or a day school.

Michigan. Employment forbidden under 14 years in manufacturing establishments, hotels, or stores. Certificate of age required when under 16 years. (Law does not apply to canning or evaporating works.) Children under 16, unable to read and write, may not be employed in manufacturing establishments.

Minnesota. Employment forbidden under 14 years in factories, workshops, or mines; under 14 years, in mercantile establishments, telegraph, telephone, or public messenger companies, except during vacation of public schools; under 16 years, in any occupation dangerous to life, limb, health, or morals. Children under school age (16 years) may not be employed in any occupation unless they have attended school the prescribed period; under 16, unable to read and write English, may not be employed in any indoor occupation (except in vacation) unless attending day or evening school.

Mississippi. Employment forbidden of boys under 21 and girls

under 18, away from home without consent of legal guardian. No compulsory educational law.

Missouri. Employment forbidden under 14 years in manufacturing or mechanical establishments, or where work would be dangerous to health of child. No compulsory educational law.

Montana. Employment forbidden under 14 years in mines.

Nebraska. Employment forbidden under 10 years in manufacturing, mechanical, industrial, or mercantile establishments. Children in foregoing employments shall not be employed under 14 years of age, except during vacation of the public schools, unless they have attended school 20 weeks during preceding year; school certificates required. Certificates of age required when under 16 years.

New Hampshire. Employment forbidden under 12 years in any manufacturing establishment. No child may be engaged under 14 years in any employment during school hours; under 16, in any employment if unable to read and write English. No minor unable to read and write English may be employed unless attending day or evening school.

New Jersey. Employment forbidden of children under 14 years in factories, workshops, mines, or establishments where the manufacture of any goods whatever is carried on.

New York. Employment forbidden under 14 years in factories and in mercantile establishments. Certificates of age, school attendance, health, etc., required between the ages of 14 and 16 years. Children under 16 who cannot read and write English shall not be employed where there is an evening school, unless they attend the same or a day school.

North Carolina. Employment forbidden under 12 years in any factory or manufacturing establishment within the State except in oyster canning and packing manufactories. No compulsory educational law.

North Dakota. Employment forbidden, by constitution of State, under 12 years in mines, factories, and workshops. Children under 14 may not be employed in any manner unless they have attended school 12 weeks during the year.

Ohio. Employment forbidden under 14 years in factories, shops, mercantile, or other establishments; under 15 years, in mines. No child under 14 may be employed during school hours without a certificate of having completed the legal studies; or between 14 and 16 if unable to read and write English.

Oregon. Employment forbidden under 14 years in any factory, store, or workshop, in or about any mine, or in the telegraph, telephone, or public messenger service; nor in any capacity for wages during the hours when public schools are in session. Children under 16 prohibited from employment, if unable to read and write English. School attendance compulsory for entire school term for children under 14 years.

Pennsylvania. Employment forbidden under 13 years in factories, manufacturing, or mercantile industries, laundries, workshops, renovating works, or printing offices; under 16, in mines; under 14, in or about outside workings of a colliery; girls may not work in mines. Certificate of age required under 16 years; children under 16 may not be employed in foregoing or other industrial establishments unless they can read and write English, or have attended school 16 weeks in preceding year.

Rhode Island. Employment forbidden under 12 years in factories, manufacturing, or mercantile establishments. Certificate of age required when under 15 years. Children under 13 years may not be employed except during school vacation.

South Carolina. After May 1, 1903, employment forbidden under 10 years of age in any factory or textile establishment; after May 1, 1904, employment forbidden under 11 years of age in mills; after May 1, 1905, employment forbidden under 12 years of age in factories. After May 1, 1903, employment forbidden under 12 years of age in factories between the hours of 8 P.M. and 6 A.M.; *except* in the case of children of a widowed mother or totally disabled father, dependent upon their own labor for support. Orphaned children dependent upon themselves for support may be permitted to work in mills when under 12 years of age; sworn affidavits must be made by guardian as to the facts. No compulsory educational law.

South Dakota. Employment forbidden under 14 years in mines. Children under 14 may not be employed in any manner during school hours, unless they have attended school 12 weeks during the year.

Tennessee. Employment forbidden under 14 years in workshops, mills, factories, or mines. No compulsory educational law.

Utah. Employment forbidden, by constitution of State, under 14 years in mines. Girls may not work in mines.

Vermont. Employment forbidden under 10 years in manufacturing or mechanical establishments. Children under 14 shall not be employed in the foregoing except during vacation, unless they have attended school 16 weeks during preceding year, and if unable to read and write English, shall not be employed where there is an evening school, unless they attend the same, or a day school.

Virginia. Employment forbidden under 12 years in factories.

Washington. Employment forbidden under 14 years in mines; girls may not work in mines. Children under 15 may not be employed in manufacturing, mechanical, or mercantile establishments, or by telegraph or telephone companies (except in vacation) unless they have attended school a prescribed period the previous year, or have attained reasonable proficiency in common branches.

West Virginia. Employment forbidden under 12 years in mines, factories, workshops, manufactories, or establishments where goods or wares are manufactured.

Wisconsin. Employment forbidden under 14 years in mines, factories, or workshops, bowling alleys, or bar rooms; under 14 years in mercantile establishments, laundries, or in telegraph, telephone, or public messenger service, except in vacation of public schools. Certificate of age required when under 16 years (but county judge, commissioner of labor, factory or assistant factory inspector, may exempt any child over 12 from this act where labor is necessary to support).

Wyoming. Employment forbidden, by constitution of State, under 14 years; girls may not work in mines.

United States (laws for territories). Employment forbidden under 12 years in the underground workings of any mine.

REVIEW OF EMPLOYMENT AND EARNINGS.

SIX MONTHS ENDING APRIL 30, 1903.

The following review presents, by industries, a summary of the conditions affecting employment and earnings for the six months ending April 30, based upon special reports and comparisons made by agents of the Bureau relating to the principal industrial centres of the Commonwealth. As an indication of the general employment of labor, it has been reported that there is absolutely no farm labor to be had at the intelligence offices which are the resort of large numbers of all classes of workmen in dull times.

Boots and Shoes. Fall demand in the boot and shoe industry kept up late. Present situation better than for previous six months and better than corresponding period in 1902. Greater demand for better grade of shoes. Foreign market no better. Difficulty in obtaining help. Unsettled labor conditions in Lynn and Haverhill due to prevailing strike. Factories are being run on full time and to about 75 per cent of full capacity; rate of wages remains the same, although individual concessions are noted; cost of stock generally is higher; selling prices are about the same as at the time of our last review, but increases are reported on some grades; collections, on the whole, fair. Favorable outlook.

The shipment of shoes from Brockton for the six months ending April 11, 1903, aggregates 300,079 cases, as compared with 292,026 cases for the previous six months, and 330,774 cases for the six months ending April 12, 1902. The number of cases shipped from Haverhill for the six months ending April 10, 1903, was 251,192 as against 226,847 cases for the previous six months, and 235,983 for the six months ending April 11, 1902.

Connected with the boot and shoe industry, we review *Soles, Heels, and Cut Stock*. Conditions in shoe findings remain about the same. Establishments running on full time to about 50 per cent of full capacity; rate of wage and selling prices remain the same; cost of stock has increased, while collections are good.

Building. Spring activity started in as early as usual but not as great as in corresponding season in 1902. Operations seem confined mostly to mercantile buildings, there being little residential work, but much repair and alteration work. Very little speculative building. Tendency to withhold contracts on account of the unsettled labor conditions and cost of material; also pending outcome of demand of carpenters for \$3 per day May 1. Rate of wages remains practically the same; granite cutters received increase from 35 to 37½ cents per hour; some other branches of the building trades expect increases to become operative May 1. Cost of stock generally is higher. Competition keen. Outlook good.

Clothing. Spring trade opened with increased activity as compared with previous six months and with corresponding six months in 1902. Establishments running on full time, being worked from 50 per cent to full capacity. Rate of wages the same; cost of stock increased, especially woollen cloth; selling prices practically the same; collections fair. Prospects favorable for good summer trade.

Cotton Goods. In general, demand in the cotton goods industry fully as good as a year ago with increased volume of business in some cases. Most plants ran to full capacity throughout the winter months and outlook good. Fine grades of cloth active, but selling prices low; increased cost of raw materials has depressed the market. No labor troubles reported except in Lowell where six of the corporations have shut down on account of strike. Establishments running up to full capacity with rates of wages the same except in individual cases. Cost of stock has increased, raw cotton is 1⅞ cents per pound higher than at same time in 1902. Print cloths are about ⅛ cents under last year's market. Selling prices about the same, cotton yarns are selling about one cent higher than at corresponding date in 1902; collections fair.

Leather. Spring demand in sheep and calf leather better than corresponding season in 1902. Foreign market active. Demand for patent and enamelled leather constantly increasing. Rainy weather has had had effect upon the leather industry. Indications of labor troubles. Good help scarce. Establishments are running on full time and to about 85 per cent of full capacity; rate of wages about the same; cost of stock slightly higher; selling prices practically the same; collections good. Outlook favorable.

Liquors (Bottled) and Carbonated Beverages. In temperance drinks, normal fall and winter business reported, but demand for the spring trade slow, due to unfavorable weather. Conditions practically

the same as a year ago; establishments are running to about one-half full capacity.

Liquors: Malt. In the brewing industry, indications point to a very good season. Wage conditions same as in fall, with breweries running on full time. The general strike in this industry in the spring of 1902 renders that season useless for comparison with the corresponding season in 1903. Breweries are being run to about 55 per cent of full capacity; rate of wages the same; in cost of stock, hops range from 50 to 60 per cent higher, malt three cents per bushel less, and cerealin lower; selling prices remain about the same; collections fair. The following statement shows the comparative production of malt liquors in Massachusetts, by months, for the period under consideration: October, 1902, 149,539 barrels; November, 132,074 barrels; December, 131,852 barrels; January, 1903, 114,407 barrels; February, 111,280 barrels; March, 142,448 barrels; aggregate number of barrels brewed for the six months specified was 781,600 as against 835,038 barrels brewed during the corresponding period in 1901 and 1902.

Machines and Machinery. Business situation better than a year ago and fully as good as for the previous six months. Temporary dullness in some quarters, but generally plenty of orders on hand. Machine shops running full time and up to about 80 per cent of full capacity; rates of wages are the same; cost of stock and selling prices have increased; collections good.

Metals and Metallic Goods. In metals and metallic goods, prospects are promising for a good spring and summer business. The situation is fully up to the level of a year ago and compares favorably with the previous six months. Unsettled labor conditions have somewhat affected the demand. Establishments are running on full time and up to about 80 per cent of full capacity; rate of wages the same as at last report; cost of stock generally increased; selling prices slightly increased; collections fair.

Musical Instruments and Materials. In this industry, business remains about the same as at our last report. Establishments running full time and from 75 per cent to full capacity; rate of wages the same, but the nine-hour day became operative in one establishment Jan. 1; cost of stock and selling prices have increased; collections fair.

Paper. In the paper industry, demand is reported excellent at present; business kept up well through the winter and spring. Establishments running on full time and up to full capacity; rate of wages the same,—demand has been made for an increase varying from 20 to 30 per cent, to go into operation May 1; cost of stock remains about the same, although slightly higher on some grades; selling prices firm; collections good. Outlook good.

Printing, Publishing, and Bookbinding. In this industry, demand was good throughout the winter and at present is considered

extremely satisfactory, and, on the whole, fully as good as the corresponding season in 1902. Overtime work being done in some departments. Competition close. Establishments running on full time and up to about 85 per cent of full capacity; rate of wages the same, except that night operators received an increase of three cents per hour April 17; cost of stock has increased slightly — ledger by five per cent and book stock by $\frac{1}{8}$ to $\frac{1}{4}$ of a cent per pound; selling prices practically the same; collections good.

Print Works, Dye Works, and Bleacheries. Business is reported good. Establishments are running on full time and up to full capacity; rate of wages remains the same; cost of stock higher.

Woollen Goods. Activity in the woollen goods industry compares favorably with the situation at the corresponding period in 1902. Demand is especially brisk for satinets. Establishments are running on full time and nearly up to full capacity; rate of wages the same; cost of stock has increased; selling prices slightly higher; woollen yarns average nine cents per pound higher for domestics than a year ago; collections fair.

Worsted Goods. Conditions in the worsted goods industry are fully as favorable as a year ago, with gradual increase in business reported since October. One establishment reports larger number employed than ever before. Establishments are running on full time and from 80 per cent to full capacity; rate of wages and cost of stock the same as at our last report; selling prices slightly higher; collections fair.

A summary of employment and earnings, by industries, follows:

INDUSTRIES.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		WEEKLY PAY-ROLL FOR WEEK ENDING—		PERCENTAGES OF INCREASE (+), OR DECREASE (-), FOR THE WEEK ENDING APRIL 11, 1903, AS COMPARED WITH WEEK ENDING OCT. 11, 1902, FOR—		
	Oct. 11, 1902	April 11, 1903	Oct. 11, 1902	April 11, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per Individual
Boots and shoes, . . .	4,762	4,864	\$49,699	\$52,684	+2.36	+6.01	+3.54
Soles, heels, and outstock, . . .	91	87	671	571	-4.40	-14.90	-10.99
Building,	1,982	1,394	27,205	19,707	-29.67	-27.66	-2.99
Clothing,	781	837	8,071	8,320	+7.17	+3.09	-3.78
Cotton goods,	19,390	19,861	156,190	158,515	+2.43	+1.49	-0.99
Leather,	2,649	2,927	25,090	28,930	+10.49	+15.30	+4.33
Liquors (bottled) and carbonated beverages, . . .	10	12	107	125	+20.00	+16.82	-2.62
Liquors: malt,	710	493	11,256	7,939	-30.56	-29.47	+1.58
Machines and machinery, . . .	6,444	6,419	70,233	71,818	-0.39	+1.54	+1.93
Metals and metallic goods, . . .	6,113	6,725	71,229	81,231	+9.47	+14.04	+4.14
Musical instruments and materials,	280	269	4,357	3,808	-3.93	-12.72	-9.18
Paper,	1,832	1,863	16,792	16,453	+1.69	-2.02	-3.60
Printing, publishing, and bookbinding,	661	673	7,695	8,368	+1.82	+8.75	+6.79
Print works, dye works, and bleacheries, . . .	945	945	8,622	8,549	=	-0.85	-0.77
Woollen goods,	9,003	8,784	71,769	69,585	-2.43	-3.11	-0.63
Worsted goods,	8,684	9,129	73,603	74,074	+5.12	+0.64	-4.36
TOTALS,	61,387	65,282	\$602,589	\$610,122	+1.44	+1.25	-0.11

The foregoing table shows, for industries considered, employment and earnings for the two weeks under consideration (those ending Oct. 11, 1902, and April 11, 1903) as well as the percentages of increase or decrease in the total number of persons employed, total weekly earnings, and the weekly earnings per individual. The statistics of persons employed and earnings are based upon comparisons of identical establishments.

The following industries show increases in the number of persons employed for the week ending April 11, 1903, as compared with that ending Oct. 11, 1902: Boots and Shoes; Clothing; Cotton Goods; Leather; Liquors (Bottled) and Carbonated Beverages; Metals and Metallic Goods; Paper; Printing, Publishing, and Bookbinding; and Worsted Goods. The following industries show a decrease: Soles, Heels, and Cut Stock; Building; Liquors: Malt; Machines and Machinery; Musical Instruments and Materials, and Woollen Goods. Increases are reported in the weekly payroll for the following industries: Boots and Shoes; Clothing; Cotton Goods; Leather; Liquors (Bottled) and Carbonated Beverages; Machines and Machinery; Metals and Metallic Goods; Printing, Publishing, and Bookbinding; and Worsted Goods. Decreases are shown in the following: Soles, Heels, and Cut Stock; Building; Liquors: Malt; Musical Instruments and Materials; Paper; Print Works, Dye Works, and Bleacheries; and Woollen Goods. The greatest change in weekly earnings per individual is seen in Soles, Heels, and Cut Stock. The next greatest in Musical Instruments and Materials, which shows a decline of 9.13 per cent. Increases in the individual weekly earnings were reported in the following industries: Boots and Shoes; Building; Leather; Liquors: Malt; Machines and Machinery; Metals and Metallic Goods; and Printing, Publishing, and Bookbinding. Decreases in individual weekly earnings are shown in the following: Soles, Heels, and Cut Stock; Clothing; Cotton Goods; Liquors (Bottled) and Carbonated Beverages; Musical Instruments and Materials; Paper; Print Works, Dye Works, and Bleacheries; Woollen Goods; and Worsted Goods.

The aggregate number of persons employed in the establishments under consideration for the week ending April 11, 1903, was 65,282 as against 64,357 for the week ending Oct. 11, 1902, an increase of 925, or 1.44 per cent. The aggregate weekly payroll was \$610,122 as against \$602,589, an increase of \$7,533, or 1.25 per cent. In the aggregate, the individual weekly earnings for the week ending April 11, 1903, show a loss of one cent, or 0.11 per cent, as compared with the individual weekly earnings reported for the week ending Oct. 11, 1902.

The next table shows the same facts regarding employment and earnings, by cities.

CITIES AND TOWNS.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		WEEKLY PAY-ROLL FOR WEEK ENDING—		PERCENTAGES OF INCREASE (+), OR DECREASE (—), FOR THE WEEK ENDING APRIL 11, 1903, AS COMPARED WITH THAT ENDING OCT. 11, 1902, FOR—		
	Oct. 11, 1902	April 11, 1903	Oct. 11, 1902	April 11, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per individual
Boston,	5,924	5,098	\$75,245	\$71,008	—3.81	—5.64	—1.89
Brockton,	972	858	9,266	10,223	—11.73	+10.33	+24.97
Cambridge,	570	478	6,574	5,811	—16.14	—11.61	+5.46
Chicopee,	3,082	3,057	19,792	19,798	—0.81	+0.03	+0.93
Fall River,	4,948	4,960	42,381	41,414	+0.14	—2.28	—2.33
Haverhill,	1,896	2,004	19,224	20,566	+5.70	+6.98	+1.18
Holyoke,	7,424	7,688	63,294	64,064	+3.29	+1.22	—2.11
Lawrence,	19,278	19,295	155,797	158,088	+0.09	—1.74	—1.86
Lowell,	3,857	4,086	32,024	34,449	+4.64	+7.57	+2.89
Lynn,	2,382	2,495	25,472	26,312	+4.74	+3.30	—1.31
New Bedford,	3,178	3,490	30,416	31,815	+6.82	+4.60	—4.70
Peabody,	1,493	1,626	14,991	16,766	+8.91	+11.84	+2.69
Woburn,	1,116	1,223	10,947	12,325	+9.59	+12.59	+2.75
Worcester,	8,242	8,404	97,166	102,493	+1.97	+5.48	+3.48
TOTALS,	64,357	65,282	\$602,589	\$610,122	+1.44	+1.25	—0.11

It will be seen that a greater number of persons were employed for the week ending April 11, 1903, than for that ending October 11, 1902, in all the cities except Boston, Brockton, Cambridge, and Chicopee. Increased earnings are also shown in all the cities except Boston, Cambridge, Fall River, and Lawrence. The weekly earnings per individual show an increase in Brockton, Cambridge, Chicopee, Haverhill, Lowell, Peabody, Woburn, and Worcester, and a decrease in Boston, Fall River, Holyoke, Lawrence, Lynn, and New Bedford.

QUARTERLY RECORD OF STRIKES.

The number of industrial disputes occurring in Massachusetts during the first quarter of 1903 was 67, by months as follows: January, 22; February, 20; March, 25. There were several instances of general strikes involving from two to nine factories. These have in each case been considered as one disturbance. There was nothing unusual in the labor situation during the quarter under consideration except the general feeling of unrest, which culminated in many strikes on April 1, and again on May 1.

This quarter was marked by the inauguration of one of the greatest textile strikes that has taken place in Massachusetts in years. On March 30, the cotton operatives of six of the largest corporations in Lowell, to the number of about 18,000, were forced into idleness on account of the strike of loom-fixers for 10 per cent increase in wages. Mill agents subsequently posted notices of an indefinite shutdown. All attempts towards settlement of strike have proved futile, and a long contest is looked for.

The unsettled condition of the boot and shoe industry was a noticeable feature in labor circles, this being particularly true in Lynn and Haverhill, two of our largest shoe manufacturing centres. The labor differences were much more numerous than those reported for the preceding quarter, yet were fewer by 15 than those occurring during the corresponding quarter in 1902. Three of the disturbances partook of the nature of a lockout.

The causes and results of the disputes may be seen in the following summary :

CAUSES.	RESULTS OF STRIKES					Total Strikes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	5	6	11	3	5	30
Hours,	1	1	-	-	2	4
Hours and wages,	3	-	1	-	3	7
Hours, wages, and recognition of union,	1	-	1	-	-	2
Against discharge of men,	1	-	4	-	-	5
Disagreement between unions,	-	-	-	3	-	3
Other causes,	3	5	3	-	5	16
TOTALS,	14	12	20	6	15	67

It will be seen from the above table that the question of wages entered into 39 strikes, or nearly 60 per cent of the whole number.

The cities and towns where the strikes took place, together with the number of disputes occurring in each, follow: Boston, 11; Brockton, 7; Pittsfield and Worcester, 5 each; Haverhill and Lynn, 4 each; Framingham, 3; Fall River, Fitchburg, Lowell, Maynard, New Bedford, and Somerville, 2 each; and the following, one each: Adams, Amesbury, Bridgewater, Chelsea, Chicopee, Holyoke, Gardner, Northampton, Peabody, Quincy, Rockland, Spencer, Springfield, Uxbridge, Watertown, West Springfield, and Winchester.

The class of workmen and industry involved, with the number of disputes in each case, follows: Boot and shoe operatives, 16; cotton goods operatives, 10; building trades employes, 9; clothing employes, 7; metal workers, 5; woollen goods operatives, 4; woodworkers, printers, machinists, and granite cutters, 2 each; carriage and wagon workers, carpet operatives, ship builders, box makers, basket weavers, bakers, freight handlers, and leather employes, one each. The boot and shoe industry had by far the largest number of disputes, but they were generally of minor importance, as may be seen from the fact that in seven strikes the time lost aggregated 1,200 days.

In 42 instances the strikes were either ordered by labor organizations, or the strikers were members of some union, while 25 strikes were waged independent of trades unions.

Considering the duration of the strikes and the number of strikers

involved, we find that in nine cases, involving about 300 strikers, places were filled; in six strikes, involving 1,083 strikers, disturbances were pending at the close of the period; in three cases, involving 216 strikers, the disputes lasted one day or less; in seven cases, involving 267 strikers, two days; in three cases, 96 strikers, three days; in one case, 42 strikers, four days; in two cases, 36 strikers, five days; in seven cases, 470 strikers, one week; in three cases, 57 strikers, two weeks; in three cases, 422 strikers, three weeks; in three cases, 340 strikers, one month; in two cases, 22 strikers, six weeks; in one case, 600 strikers, three months. The total number of workmen involved in 35 of the strikes was about 2,600, while the working time lost aggregated about 68,900 days.

The most important strikes occurring during the quarter were those of the cotton operatives in Lowell, the carriage and wagon workers at Amesbury, the boot and shoe operatives in Lynn and Haverhill, and the weavers in Fitchburg.

As the strike of the Lowell cotton mill operatives did not occur until the close of our record (quarter ending March 31), we will not consider it in detail here but will treat the dispute *in extenso* in the August Bulletin.

On January 1, about 600 carriage and wagon workers employed by carriage manufacturers in Amesbury struck for nine-hour day with 10 hours' pay, overtime pay, and recognition of union. As a few men could be obtained, the shops were not shut down; in fact, within a month some of the strikers had returned to work. On March 31, Carriage and Wagon Workers' Union No. 27 voted to declare the strike off, and, on April 1, men returned to work under old conditions, nothing having been gained by the cessation of work for three months.

About 300 weavers employed at the Parkhill Manufacturing Co., Fitchburg, struck on March 17 to enforce demand for increase in wages (20 cents per cut). Company offered compromise of five cents per cut increase, but this was not accepted. Power was shut off on March 19, and on April 8 the weavers in Mill C struck in sympathy, making about 1,100 operatives idle in the whole plant. Parties were brought together by the State Board of Conciliation, and an agreement drawn up which was finally accepted on April 15, the weavers returning to work upon an advance of five cents per cut on one of three classes of cloth.

RECENT LEGAL LABOR DECISIONS.

Law Limiting Hours of Labor. The Supreme Court of Wisconsin held, in the case of *Wenham v. The State*, that a statute limiting the hours of work in certain employments does not infringe the constitutional rights of either employer or employé.

Discharging Employé—Labor Union. The Supreme Court of Wisconsin held, in the case of *Zillmer*

v. Kreutzberg, that a statute forbidding an employer, under penalty, to discharge an employé because he is a member of a labor organization violates constitutional guarantees of liberty.

Purchase—Installment—Arrest. Justice Blanchard, sitting in the New York Supreme Court, has, in the matter of *Arena*, held constitutional the law passed

lately by the New York legislature prohibiting the arrest and imprisonment of a debtor for less than \$100 who had purchased goods on the installment plan.

Contract—Employment—Salary. The Supreme Court of Georgia held, in the recent case of *Davis et al. v. Morgan*, that where a contract of employment is made for one year at a stipulated salary per month, an agreement during the term to receive less or to pay more than the contract price is void unless supported by some changes in place, hours, character of employment or other consideration.

Exemption—Earnings—Personal Services. The Supreme Court of Utah held, in the recent case of *Kirkman v. Bird*, that a statute exempting to married men or heads of families their earnings for personal services rendered within sixty days next preceding the levy of execution by garnishment or otherwise was reasonable, and directed to the remedy and not the right, and was not an unconstitutional impairment of the obligation of contracts entered into prior to its passage.

Injunction—Labor Organisation. The Appellate Division of the New York Supreme Court for the First Department held, in the recent case of *Beattie v. Callanan et al.*, that an injunction would lie against a labor organization and its officers to prevent interference with the plaintiff's business by inducing parties under contract with him to break the same through threats of ordering or inducing their employes to strike, it appearing that the reasons for the hostile course against the plaintiff were that he refused to recognize the association in a formal way and had offered an alleged affront to the walking delegate.

Employé—"Laborer"—Contract. Where a contract of employment contemplates work, the doing of which depends mainly upon the mere physical power of the employé to do ordinary manual labor, the person so employed is a "laborer" within the meaning of the statute of Georgia exempting from the process of garnishment the wages of journeymen, mechanics and day laborers, and the mere fact that such an employé has the control and management of coemployes engaged in similar work would not deprive him of the exemption allowed by the statute. So held by the Supreme Court of Georgia in the case of *Stothart v. Melton*.

Minor Employé—Accident—Negligence. The New York Court of Appeals held, in the recent case of *Marino v. Lehmalter*, that, under the provisions of the labor law of that state forbidding the employment of a child under fourteen years of age in a factory, an employer who put a child only thirteen years and three months old at work on a printing press, where he was injured, was liable for the injury in a civil action, although no affirmative act of negligence or wrong other than a violation of the statute was shown on the part of the employer, and that the child could not as matter of law be chargeable with contributory negligence or with having assumed the risk of the employment.

Laborer's Lien—Logs—Reservation. The Supreme Court of Minnesota held, in the case of *The Commonwealth Lumber Company v. Rowley*, which arose out of an action to foreclose a laborer's lien, claimed under the provisions of chapter 42 of the General Laws of 1899, for labor performed in cutting

and banking certain pine logs on the White Earth Indian reservation under contract with a representative of the general government, that at the time the labor of cutting and banking such logs was performed the same belonged to the government of the United States, and that no lien could attach thereto, and that the appellees having acquired title to the logs subsequent to the performance of such labor, they received the same free and clear of the plaintiff's asserted lien.

Stockholder's Liability—Interstate Law. Where a suit was brought to enforce the liability of stockholders under the law of Minnesota against a resident of Wisconsin, who owned a number of shares of stock in a Minnesota bank which failed, the Supreme Court of Wisconsin held that a receiver appointed in Minnesota under the laws of that state could not maintain an action outside of that state to enforce liability. The case was brought up to the Supreme Court of the United States, but that tribunal held (*Finney v. Guy*) that it could not review the action of the Wisconsin court, no federal question being involved, adding: "Whether, aside from the federal question, the Wisconsin court should have permitted this action to be maintained because of the principle of comity between the states is a question exclusively for the courts of that state to decide."

Minimum Wage Law Unconstitutional. The Supreme Court of Indiana held, in the recent case of *Street v. Varney Electrical Supply Company*, that the act of March 9, 1901, fixing a minimum wage for unskilled labor on public work was unconstitutional. This law provided that unskilled laborers employed on all work done for counties, cities and towns should be paid not less than 20 cents an hour. The court held that the act constituted class legislation and interfered with the liberty of contract, saying, among other things, that no sufficient reason had been assigned why the wages of the unskilled laborer should be fixed by law and maintained at an unalterable rate regardless of their actual value, and that all other laborers should be left to secure to themselves such compensation for their work as the conditions of supply and demand, competition, personal qualities, energy, skill and experience might enable them to do.

Bankruptcy—Wages—Priority. The United States Circuit Court of Appeals for the Second Circuit held, in *The Matter of Slomka et al.*, reported in the *New York Law Journal*, that under the bankruptcy act priority of payment of debts for wages of employes of the bankrupt can be allowed only as to wages earned within three months before the commencement of the bankruptcy proceedings, and that where a general assignment for the benefit of creditors was made under a state statute granting preference to wages earned within a year before the execution of the assignment, which assignment was avoided and superseded by a bankruptcy proceeding, priority could not be allowed as to wages earned more than three months before the commencement of the latter proceeding, as the same did not constitute "debts owing to any person who by the laws of the state * * * is entitled to priority" within the meaning of clause 5 of section 64 of the bankruptcy act.

Railroad—Regulation—Passengers. The Supreme Court of Georgia held, in the recent case of *The Central of Georgia Railway Company v. Motes*, that whether a regulation adopted and sought to be enforced by a carrier of passengers is or is not reasonable is a question of law and not one of fact for determination by a

jury; that in the absence of any duty devolving upon a railway company to provide at its stations a place wherein its patrons may sleep while awaiting the arrival or departure of trains, a regulation forbidding passengers from going to sleep in its waiting rooms or lying down on the benches therein is not in a legal sense unreasonable, and that a passenger who displays a persistent determination to disregard such a regulation, and by his wrongful conduct so exasperates an employé of the company as to unfit him for properly performing the duty he owes to his employer with respect to his treatment of his patrons, cannot justly complain that the company's employé lost his temper and resorted to unnecessary force in compelling an observance of the regulation on the part of the passenger.

Master and Servant. Discharge. The Supreme Court of Minnesota held, in the recent case of *Von Heyne v. Tompkins*, that where the relation of master and servant exists between parties certain duties are cast upon the servant which he is bound to fulfill and discharge, the principal one being that of obedience to all reasonable orders of the master not inconsistent with the contract; that disobedience of reasonable orders justifies a rescission by the master of the contract of employment and the peremptory discharge of the servant, and that where a contract for service is an entire one and not severable, and a servant is lawfully discharged for disobedience of the reasonable orders of the master, he is not entitled to recover for his services. The court further held that the motives which actuate a master in discharging a servant are wholly immaterial, the act being justified if any legal ground therefor existed at the time, and it is also immaterial whether or not all the grounds were known to the master when discharging the servant. Nor is it necessary for the master to assign a reason for the discharge, and should he assign one he is not bound by it, nor is he estopped to rely upon some other or different reason or cause, whether known to him at the time of the discharge or not.

Building Association — Stockholder. In the case of *Manheimer v. Henderson Building & Loan Association's Assignees*, recently decided by the Kentucky Court of Appeals, it appeared that the appellee made a deed of Assignment for the benefit of its creditors and the assignee instituted proceedings for a settlement of the trust. Prior to the assignment the appellant, a stockholder, had paid all indebtedness on the stock, had reduced her claim against the association to judgment and filed the judgment with the commissioner, who reported it as a claim on an equal footing with those of other stockholders. The appellant filed exceptions to the report, contending that her claim

should be allowed as a preferred claim. The Court of Appeals affirmed the judgment of the court below, overruling the appellant's exceptions. The court held that a stockholder in an insolvent building and loan association is not entitled to credit for stock payments made, or to the withdrawal value of the stock where the same remains with the company unsettled at the time the company becomes insolvent; that the uniform rule is that after the assignment of a building and loan association all stockholders are upon an equal footing; that the fact that the appellant paid in advance all premiums and dues assessed upon her stock or that she gave notice of withdrawal before the assignment could not alter the relationship of the parties as fixed by law, and that the fact that her claim had been merged in a judgment could not change her status as a stockholder or give her preference over other stockholders.

Eight Hour Law Void. The Court of Appeals of New York declared unconstitutional the eight-hour provision of the penal code (subdivision 1 of section 384, H.), in the case of *the People v. the Orange County Road Construction Company*, reversing the decision of the appellate division, second department, and sustaining that of Judge Beattie of the Orange county court, who ordered the discharge of the defendant company, upon its demurrer alleging that the law was unconstitutional.

The law, which is a complement of the eight-hour law provision of the labor law, passed at the same session of 1899, made it a misdemeanor for any person or corporation, contracting with the state or with a municipal corporation, to require more than eight hours work for a day's labor.

The defendant corporation was engaged in road construction for the county of Orange, and criminal proceedings were instituted in behalf of the people for its infringement. The defendant entered a demurrer, asserting that the law was unconstitutional. This demurrer was sustained by Judge Beattie, but overruled by the appellate division, from whose decision the defendant appealed.

Judge Cullen's opinion, in which the whole court concurs, holds that the law is not a proper exercise of the police power of the state, but unduly discriminates between different classes of contractors, and between the same contractor working for the state and for a private party, or for itself. It is conceded that the state has a right to protect women and children or adults from unwholesome or dangerous occupations. This law, Judge Cullen holds, does not deal with the character of the work, or with age, sex or condition of employment, nor even with the personality of the employer.

STATISTICAL ABSTRACTS.

Immigration into Boston in 1902.

The growth of the trans-Atlantic passenger traffic at the Port of Boston in the last five calendar years may be seen from the following statement.

The number of immigrants arriving at this port in 1898 was 14,020; in 1899, 19,928; 1900, 17,777; 1901, 28,060; 1902, 53,278.

It will be seen that the increase in the number of immigrants in 1902 as compared with 1898 was 39,258, or 280.01 per cent; as compared with 1901, the increase in 1902 was 25,218, or 89.87 per cent.

In addition to the trans-Atlantic immigrants at the Port of Boston, there arrived at the ports in Massachusetts from the Dominion of Canada by water during 1898, 18,113; during 1899, 25,700; during 1900, 26,883; during 1901, 24,297; during 1902, 23,047.

The largest number of immigrants arriving during the year 1902 was 14,071 from Italy, 12,211 from Sweden, 7,690 from Ireland, 5,293 from England, 4,833 from Finland. These aggregate 44,098, or 82.77 per cent of the whole number of immigrants arriving during specified year.

Imports and Exports at the Port of Boston in 1902.

The value of imports at the port of Boston in 1902 was \$78,143,151, as compared with \$65,337,328 in 1901, an excess in 1902 of \$12,805,823, or 19.60 per cent. The value of exports in 1902 amounted to \$86,655,754, in comparison with \$131,667,790 in 1901, a decrease in 1902 of \$45,012,036, or 34.19 per cent. Of the total value of exports \$85,968,120 covered domestic merchandise, while \$687,634 included foreign merchandise. The increase in the value of imports (merchandise) in the last ten years was \$2,549,585, or 3.37 per cent, the total value of imports in 1892 being \$75,593,566. The total value of exports during the same period shows a decrease of \$2,149,449, or 2.42 per cent, the exports of merchandise in 1892 being valued at \$88,805,203.

Chinese Population of Massachusetts.

Out of a total of 2,968 Chinese reported by the United States Census of 1900, 315 were native born and 2,653 foreign born. Of the native born, eight (males) have native parents, and 307 foreign parents; while of the foreign born, only one (male) was of native parentage and 2,652 of foreign parentage. It was also reported that of the 2,653 foreign born Chinese, six were born in foreign countries other than China.

Divided as to sex, the native born Chinese included 303 males and 12 females, the foreign born 2,637 males and 16 females, totalizing 2,940 males and 28 females.

Employers' Liability in Maryland.

The legislature of Maryland, in 1902, passed an act to create a co-operative insurance fund to be maintained by both employes and employers in certain perilous occupations, such as mining, quarrying, rail-roading, building, and excavating. This act may be seen in full under the title of "Proposed Employers' Liability and Co-operative Insurance in Maryland" in Bulletin No. 21, 1902, pages 37 and 38.

The Chief of the Bureau of Statistics and Information of Maryland in his Eleventh Annual Report states that the act has not met with the success which had been predicted, and that, notwithstanding the fact that nine months have elapsed, few corporations or employers have availed themselves of the opportunities offered by the act, although the cost of the insurance is made so small as to seem almost trivial. He further states that it was the special aim of those who advocated the passage of the bill to reach the mining industry of Western Maryland, but up to March 1, 1903, not one of the mining companies had registered their employes for the purpose of protecting them.

Free Public Employment Bureau in Maryland.

In Maryland, the legislature of 1902 passed an Act authorizing the Chief of the Bureau of Industrial Statistics to establish "a free public employment agency for the use of the citizens of the State of Maryland, for the purpose of securing employment for unemployed persons who may register in said bureau or agency, and for the purpose of securing help or labor for persons registering as applicants for help or labor, and to advertise and maintain such office." A summary of the work accomplished since the law became operative, July 1, 1902, is as follows: Applications for positions, 634; applications for help, 696; positions secured, 206.

Tobacco Crop in the United States, 1902.

We present below, from the Twenty-fifth issue of the Statistical Abstract of the United States, the esti-

mated acreage, product, and value of the tobacco crop of the country for 1902. It will be seen that the product in Massachusetts aggregated 7,417,800 pounds, cultivated from 4,755 acres, and valued at \$1,112,670. The average number of pounds to the acre was 1,560, while the average cost per pound of the tobacco crop was \$0.15. Over 65 per cent of the entire product of the United States was raised in three of the Southern States, i.e., Kentucky, North Carolina, and Virginia.

STATES.	Area (Acres)	Product (Pounds)	Value (Dollars)
Arkansas, . . .	1,406	899,200	107,904
Connecticut, . . .	12,725	21,785,200	3,485,632
Illinois, . . .	1,311	852,150	85,215
Indiana, . . .	7,400	6,236,615	436,563
Kentucky, . . .	322,194	257,755,200	35,775,520
Maryland, . . .	34,081	21,300,625	1,491,044
Massachusetts, . . .	4,755	7,417,800	1,112,670
Missouri, . . .	2,140	1,819,000	200,090
New York, . . .	8,040	10,050,000	1,005,000
North Carolina, . . .	219,283	142,520,950	15,677,304
Ohio, . . .	62,949	55,709,865	3,899,691
Pennsylvania, . . .	17,269	22,017,975	1,761,438
Tennessee, . . .	59,830	38,889,500	3,888,950
Virginia, . . .	182,359	136,769,250	12,809,232
West Virginia, . . .	4,678	2,969,260	386,004
Wisconsin, . . .	48,422	64,885,480	4,541,984
Other states and territories, . . .	41,846	29,945,893	4,308,265
Totals, . . .	1,030,734	821,823,963	80,472,506

Relief Department—Baltimore & Ohio Railroad Co.

The membership of the Relief Department of the Baltimore & Ohio Railroad Co. at the close of the fiscal year 1902 (June 30) consisted of 40,018 persons, this number being 2,776 larger than the membership reported in 1901.

The nature of the benefits paid during the year, together with the number of payments and cost, may be seen from the following table:

CLASSIFICATION.	Total Pay- ments	Total Cost	Average Pay- ments
Deaths from accident on duty,	119	\$130,338	\$1,095
Deaths from other causes,	252	133,515	530
Disabilities—injured in discharge of duty,	9,526	114,928	12
Disabilities—sickness and other causes,	9,274	146,351	16
Surgical expenses,	7,326	12,883	2
Totals,	28,497	\$538,015	\$20

The contributions by the Company to the several Features of the Department during the year totalized to \$91,000; of this amount, \$75,000 was for the Pension Feature, and \$16,000 for the Relief Feature. The aggregate amount expended by the Company was the same as in 1901.

The total number of persons on the pension roll

June 30, 1902, was 336, the total amount paid to pensioners during the year being \$63,144, an increase of \$7,313 over 1901.

Consideration of the Savings Feature shows that \$360,487 was loaned during the year to employees for the following purposes: Building 1,420 houses; buying 1,741 homes; improving 384 houses (already owned); and releasing liens on 989 houses. An extra dividend of one per cent was declared to all depositors in the Savings Feature having accounts bearing interest at the close of the year ending June 30, 1902, making five per cent per annum. — *Fourteenth Annual Report, Relief Department, B. & O. R.R. Co.*

New German Merchant Shipping Acts.

The German Legislature has passed five new laws, four of which are dated June 2, 1902, and one March 23, 1903, all of which are to become operative April 1, 1903. By these laws the previously existing legislation with respect to the employment of seamen is amended in the following (among other) important particulars: It is now provided that when a vessel is in the harbor the hours of work for seamen shall not exceed 10, or in the tropics eight per day, and that if, owing to unavoidable circumstances, a seaman is kept at work for a longer period of time, he shall receive overtime pay for such employment. On trans-Atlantic voyages the engine room staff shall be divided into three shifts of eight hours each. Work on holidays and Sundays must be restricted within the narrowest possible limits, and in home ports seamen must not be employed at all on Sundays or holidays in loading or discharging cargoes. — *Labour Gazette, London, April, 1903.*

Pauperism in Great Britain.

According to the Labour Gazette for April, 1903, the number of paupers receiving aid in 35 urban districts of Great Britain on one day in March was 384,141. Compared with March, 1902, the numbers of paupers receiving aid increased by 14,087.

Changes in Wages in Great Britain.

For the three months, January, February, and March, 1903, the number of workpeople reported to have received advances or sustained decreases in wages was 205,963, as compared with 290,462 for the corresponding period of 1902. Of those workmen having changes in rates of wages, 146,809 obtained a net increase averaging 4d. (\$0.08) weekly per head, and 59,154 have sustained a net decrease averaging 1s. 1d. (\$0.26) weekly per head. The net effect of the changes in 1903 is a decrease of £322 (\$3,995) per week, compared with a decrease of £18,315 (\$89,011) per week in the corresponding period of 1902.

Population of the Netherlands.

The population of the Netherlands on December 31, 1901, was 5,263,232, having increased 84,104, or 1.6 per cent, from December 31, 1900, when the population was 5,179,128, and 593,556, or 12.7 per cent, from December 31, 1892, when the population was 4,689,576. In 1901, 2,603,436, or 49.5 per cent, were males and 2,659,746, or 50.5 per cent, females. — *Statistiek van den loop der bevolking in Nederland over 1901. 's-Gravenhage, 1902.*

Eight-hour Law in Spain.

By a recent royal decree, the hours of labor in all government enterprises were limited to eight per day, with regular pay for each hour's work in excess of this number. — *Le Musée Social, Paris, July, 1902.*

Eight-hour Day in Government Service in France.

On September 16, 1899, the eight-hour day was introduced into the postal service department at Paris, in the accountants' division, the central station, and shops for the manufacture of postage stamps and the construction and preparation of various postal material. During 1900, the experiment was extended to other branches of the service, and, in 1901, the change was made permanent. On March 1, 1901, the eight-hour day was adopted in the telephone service in Paris, and, on November, 1902, in the arsenal at Toulon and in the boiler works at Lorient. — *Bulletin de l'Office du Travail, Paris, November, 1902.*

Saturday Afternoon Rest.

In England, the custom of closing factories and shops on Saturday afternoons is very generally observed, it being provided by the law of April 17, 1901, regulating hours of labor, that in textile manufactories work for textile operatives properly so called shall cease at 12 M. or 12.30 P.M., according as work begins at 6 or 7 A.M., or as an hour's rest is or is not allowed during the morning; for other employes work shall cease a half-hour later. In other manufacturing industries, work must cease at 2, 3, or 4 P.M., according as it begins at 6, 7, or 8 A.M.

In France, the custom of discontinuing work at or near noon on Saturdays is observed in but few classes of industrial establishments. The most important class, numerically, is composed of the factories situated in remote country districts, whose employes, having homes at some distance, sleep during the week in factory dormitories and return to spend Sundays with their families, so that early closing is a necessity. In nine departments there are 394 such establishments, with a working force of 31,983 persons, 22,069 of whom (1,099 men, 14,532 women, and 6,438 children) are idle during the whole or a part of Saturday afternoons.

In the cotton cloth factories in the departments of the Rhone and the Loire, early closing on Saturdays has been in vogue since 1899 as the result of a general strike. The custom was inaugurated in an establishment at Roanne, in 1879.

A third group of establishments closing early on Saturdays are of English, American, or Dutch origin, the original employes of which were, in the main, foreigners; in most cases French workmen have replaced the foreigners, and, being paid by the hour, they have objected to the loss occasioned by early closing, so that the rule is not generally observed.

There are in all 461 establishments in France in which the practice of closing early on Saturdays obtains; 37,671 persons are affected, 7,619 being men, 22,003 women, and 8,049 children. Since the promulgation of the law of March 30, 1900, restricting hours of labor to 10½ in one day in factories having a mixed personnel, the question of modifying the law so as to provide for early closing on Saturday has been widely considered, and an investigation to determine the attitude of employers and employes toward the change is being conducted by the Superior Labor Council.

In Switzerland, in accordance with a decree of the Federal Assembly issued June 26, 1902, the Federal Council has presented a bill providing that the hours of labor on Saturdays and the days preceding holidays shall be limited to nine, and that work shall cease at 5 P.M. on such days, the restrictions to affect all employes in manufacturing establishments, without regard to age or sex. — *Bulletin de l'Office du Travail, Paris, March, 1903.*

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LABOR BULLETIN

OF THE COMMONWEALTH

MASSACHUSETTS.



No. 27.

AUGUST, 1903.

CONTAINING:

ALIENS IN INDUSTRY.

IMMIGRATION ACT OF THE UNITED STATES.

LABOR DAY.

LABOR LEGISLATION IN 1903.

QUARTERLY RECORD OF STRIKES.

STATISTICAL ABSTRACTS.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

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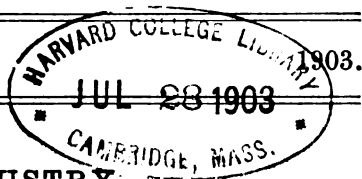
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MASSACHUSETTS LABOR BULLETIN.

No. 27.

AUGUST.



ALIENS IN INDUSTRY.

In the instructions given to the enumerators who have taken the population censuses of the State for the years 1875, 1885, and 1895, aliens have been defined as "all male persons, of foreign birth, 21 years of age or over, who have not complied with the naturalization laws of the United States." Until the State Census of 1875 was taken, no enumeration had ever been made of the aliens resident in the Commonwealth, but this feature of the enumeration has become a permanent part of the State Censuses, and has been incorporated in the schedules used in the United States Census.

In a population like that of Massachusetts, made up of immigrants from nearly every country upon the face of the globe, it is obviously of great importance to know to what extent the foreign born assimilate themselves with our political system, and also to learn what position they take among our industrial forces.

Part II of the Thirteenth Annual Report of the Bureau for 1882 related to CITIZENSHIP, and showed the composition of the voting population of the State. In his analysis of the tables therein presented, Hon. Carroll D. Wright, at that time Chief of the Bureau, said: "There are but few States that can determine for themselves the facts herein shown for Massachusetts. A statistical picture is given of not only the population and legal voters of each municipality, but of the male population of voting age of each of the leading foreign elements in our midst, viz.: the English, Irish, Canadians, and Germans. Popular estimates relating to the points covered by the table have been very unsatisfactory. Party canvassers have not known the strength of the non-naturalized or alien population, and the public generally has vastly over-estimated the voting power of our adopted citizens; and the same over-estimate has been made by the adopted citizens themselves."

The analysis continued: "The labor problems of different generations would be less troublesome, both to labor and capital, if the workmen would take such educated interest in public affairs. . . . This Part on Citizenship has been prepared for the express purpose of stimu-

lating such interest. Our youth should be brought up to comprehend the elements of government, as indicated by fundamental law, with some understanding of the methods by which government is administered. They would then better appreciate the return which comes from taxation, and be more capable of levying taxes. Our voting population, on account of its deplorable indifference to the suffrage, deserves more severe criticism than do foreign born residents for not becoming naturalized, for, if our native born voters cannot take the trouble to vote, they cannot expect those who have grown up under different institutions, and often speaking a different language, to take a very ardent interest in the growth and prosperity of the Republic. The example of an interested, well-informed, native voting population will stimulate the desire in all new-comers to become a part of the body politic, with all the privileges belonging to such membership."

In Part II of the Nineteenth Annual Report of the Bureau for 1888 appeared an article entitled CITIZENS AND ALIENS. In this Part comparative figures with those given in the Report for 1882 are presented, relating not only to the political classification of the foreign born residents, but also to the presence of aliens in the industries of the Commonwealth. Hon. Horace G. Wadlin, at that time Chief of the Bureau, in his analysis of the tables, said: "The industrial development of the Commonwealth, and the changes in the composition of our population due to immigration fostered by this development, affect to a large degree the elements of political citizenship. . . . The presence in a republic of a large alien population, taking no active part in political affairs, would of itself constitute a menace to free institutions. . . . Organized force, as opposed to the State, has no place where, as with us, the State is only another name for the people. But this theory, which lies at the basis of our political structure, can only have practical effect in proportion as all classes to whom political citizenship is possible avail themselves of its powers and assume its responsibilities. It is not too strong a statement to say that every inequality affecting wage workers, so far as such inequality is supported by existing law, could be removed through the orderly exercise of the functions of citizenship. This is in accordance with the genius of our institutions. . . . The immigrant who comes here filled with prejudice against the social order, and determined to remain unconnected with our political system, is no longer desired; but against him who seeks enlarged opportunity, and greater civil and industrial liberty, and who is ready to do his part toward sustaining our institutions, no criticism is valid. A foreign born population of the latter class has proved essential to the prosperity of the State, in the industrial development of which it has had so large a share. It should share in our political life, and should feel that it has a stake in the common welfare. It can do this effectively in no other way than through the acquirement of political citizenship. The dangerous vote is the unintelligent and the

conscienceless vote, and this may be native born as well as foreign born. . . . An alien population indifferent to citizenship, or opposed to our institutions, and a citizen population indifferent to the exercise of its rights are equally to be deplored. Public opinion should look with equal disfavor upon each."

It will be noticed that in both of the Parts referred to, the question of citizenship, as relating to our foreign born population, has been considered, while in the Report for 1888, the presence of aliens among our industrial workers was shown by means of comparative tables. In the present article the presence of aliens in our industrial forces will be considered only, their political relations being reserved for a subsequent Bulletin.

In 1875, the total population of the State was 1,651,912, of which 794,383 were males. The number of aliens, including as such those males comprehended by the definition hereinbefore given, was 79,136; representing 4.79 per cent of the total population and 9.96 per cent of the total number of males.

In 1885, the total population was 1,942,141, of which 932,884 were males. The number of aliens was 99,131, forming 5.10 per cent of the total population and 10.63 per cent of the total males.

In 1895, the total population was 2,500,183, of which 1,214,701 were males. The aliens numbered 160,610, being 6.42 per cent of the total population and 13.22 per cent of the whole number of males.

It will thus be seen that the aliens showed an increase, both as regards total population and total males in 1885 as compared with 1875, and in 1895 as compared with 1885. In other words, the number of aliens in this Commonwealth has more than kept pace with the increase in total population and in the total number of males, indicating plainly that the immigrants have not complied with the naturalization laws of the United States, and have failed to become citizens.

To what class or classes of immigrants these increases are due will be brought out in a forthcoming article to be prepared and presented in a future issue of the Bulletin. Our present purpose, as previously stated, is to show to what extent the aliens have become incorporated with our industrial forces, and to show in what industries they are now employed. We shall show the distribution by industry for 151,303; the remaining 9,307 are omitted for the reason that they came from foreign countries having but a small representation when distributed over the different classes of occupations, or, as in the case of a small number, the place of birth being unknown, it was impossible to classify them under any particular country.

The first table shows the place of birth of the aliens considered, the number born in the specified countries, or whose descent can be traced to those countries, with percentages showing the respective strength for each country of the whole number considered.

Aliens in Industry.

PLACE OF BIRTH AND DESCENT.	Number	Percentages
Ireland,	39,468	24.57
Canada (French),	29,445	18.33
England,	14,527	9.05
Canada (English),	9,440	5.88
Nova Scotia,	9,068	5.64
Sweden,	7,855	4.89
Italy,	7,702	4.80
Russia,	7,359	4.68
Scotland,	5,940	3.70
Germany,	5,349	3.33
Portugal,	4,722	2.94
Poland,	3,156	1.97
New Brunswick,	2,785	1.73
Newfoundland,	1,687	1.06
Prince Edward Island,	1,266	0.79
France,	1,240	0.77
Wales,	304	0.19
Other foreign countries and unknown,	9,307	5.79
TOTAL,	160,610	100.00

Examining the table, we find that the aliens in the Commonwealth, who were born in Ireland or of Irish descent, number 39,468, or 24.57 per cent of the whole number of aliens; those born in Canada, of French extraction, 29,445, or 18.33 per cent; those born in England, 14,527, or 9.05 per cent. The aliens born in the three countries just named number 83,440, or 51.95 per cent of the whole number of aliens. The remaining countries, omitting those born in foreign countries not specified and those whose birthplace was unknown, represented 67,863 aliens, or 42.26 per cent.

We now pass to a consideration of the countries in detail.

Aliens in Industry, born in Ireland or of Irish Descent.

The first table shows the number of aliens born in Ireland, or of Irish descent, with specification of the class of occupation in which they are engaged, together with a more detailed statement of the particular branch of industry in which they are employed.

The number born in Ireland and the number born in other foreign countries, but of Irish parentage, are given in separate columns, the third column showing the totals. In the fourth and fifth columns of the table is a classification by literate and illiterate, the illiterate including those who at the time of the enumeration could not read or write the English language.

Aliens Born in Ireland or of Irish Descent.

OCCUPATIONS.	Born in Ireland	Born in other Foreign Countries	Totals	Literate	Illiterate
Government,	284	14	298	247	51
National government,	19	-	19	16	3
State government,	22	4	26	24	2
City and town government,	162	4	166	120	46
Army,	34	2	36	36	-
Navy,	47	4	51	51	-
Professional,	128	29	155	141	14
Religion,	57	11	68	62	6
Law,	1	1	2	2	-
Medicine,	7	6	13	13	-
Literature,	7	-	7	7	-
Art,	6	1	7	7	-
Music,	8	1	9	9	-
Amusements,	1	2	3	3	-
Education,	10	3	13	13	-
Science,	29	4	33	25	8
Domestic Service,	1,080	93	1,122	1,046	76
Boarding and lodging,	365	50	415	391	24
Housewives and housework,	2	1	3	-	3
Domestic service (private families),	668	41	704	665	49
Personal Service,	705	88	793	661	132
Trade,	1,130	200	1,330	1,214	116
Merchants and dealers,	319	54	373	332	41
Salesmen and saleswomen,	181	42	223	217	6
Accountants, bookkeepers, clerks, etc.,	281	57	338	327	11
Agents, bankers, brokers, etc.,	134	30	164	160	4
Messengers, porters, etc.,	215	17	232	178	54
Transportation,	3,940	371	4,311	3,559	752
Carriers on roads,	2,694	280	2,854	2,415	439
Carriers on steam railroads,	1,215	76	1,291	1,005	286
Carriers on seas and rivers,	181	85	166	189	27
Agriculture,	960	39	999	604	395
Agriculture,	936	39	975	586	389
Care of animals, etc.,	24	-	24	18	6
The Fisheries,	194	31	225	104	121
Manufactures,	10,900	1,839	12,739	10,594	2,145
Agricultural implements,	19	-	19	14	5
Arms and ammunition,	11	1	12	10	2
Artisans' tools,	24	4	28	24	4
Awnings, sails, tents, etc.,	2	1	3	3	-
Boots and shoes,	915	119	1,034	900	134
Boxes (paper and wooden),	21	8	29	27	2
Brick, tiles, and sewer pipe,	28	4	32	25	7
Brooms, brushes, and mops,	10	4	14	14	-
Building,	2,371	492	2,863	2,365	497
Burial cases, caskets, coffins, etc.,	6	-	6	6	1
Buttons and dress trimmings,	3	-	3	2	1
Carpetings,	48	8	56	42	14
Carriages and wagons,	174	44	218	199	19
Cement, kaolin, lime, and plaster,	5	1	6	4	2
Chemical preparations (compounded),	5	-	5	6	-
Clocks, watches, and jewelry,	40	7	47	39	8
Clothing,	258	43	301	273	28
Concrete walks, paving, etc.,	17	-	17	12	5
Cooking, lighting, and heating apparatus,	28	7	35	29	6
Cordage and twine,	31	6	37	32	5
Corks, bungs, and taps,	1	-	1	1	-
Cotton goods,	1,175	384	1,559	1,220	339
Drugs and medicines,	4	1	5	6	-
Dyestuffs,	4	-	4	4	-
Earthen, plaster, and stone ware,	6	1	7	7	-
Electrical apparatus and appliances,	107	26	133	123	10
Electroplating,	2	-	2	2	-
Emery and sand paper and cloth, etc.,	7	1	8	8	-
Fertilizers,	5	-	5	6	-
Flax, hemp, jute, and linen goods,	34	10	44	25	19
Food preparations,	295	33	328	290	38
Furniture,	109	26	135	122	13
Gas and residual products,	57	1	58	43	15
Glass,	9	4	13	12	1
Glue, isinglass, and starch,	24	1	25	20	5
Hair work (animal and human),	3	-	3	2	1
Hose: rubber, linen, etc.,	45	5	50	46	4
Hosiery and knit goods,	20	-	20	18	2
Ink, mucilage, and paste,	4	-	4	4	-
Ivory, bone, shell, and horn goods, etc.,	27	2	29	26	3
Leather,	786	39	825	619	206
Liquors and beverages (not spirituous),	7	3	10	10	-

Aliens Born in Ireland or of Irish Descent — Concluded.

OCCUPATIONS.	Born in Ireland	Born in other Foreign Countries	Totals	Literate	Illiterate
Manufactures — Con.					
Liquors: malt, distilled and fermented,	52	8	55	51	4
Lumber,	24	13	37	30	7
Machines and machinery,	441	72	513	447	66
Metals and metallic goods,	1,210	171	1,381	1,177	204
Mixed textiles,	12	-	12	7	5
Models, lasts, and patterns,	9	8	12	11	1
Musical instruments and materials,	26	11	37	35	2
Oils and illuminating fluids,	2	-	2	2	-
Paints, colors, and crude chemicals,	6	-	6	6	-
Paper and paper goods,	440	27	467	381	86
Perfumes, toilet articles, etc.,	-	1	1	1	-
Photographs and photographic materials,	2	-	2	2	-
Polishes and dressing,	3	-	3	3	-
Printing, publishing, and bookbinding,	66	36	102	102	-
Print works, dye works, and bleacheries,	148	15	163	140	23
Railroad construction and equipment,	20	6	26	28	-
Rubber and elastic goods,	822	29	851	817	34
Saddlery and harness,	55	10	65	62	3
Scientific instruments and appliances,	10	4	14	14	-
Shipbuilding,	13	14	27	27	-
Silk and silk goods,	18	2	20	15	5
Sporting and athletic goods,	13	3	16	14	2
Stone,	243	30	273	233	40
Straw and palm leaf goods,	19	-	19	14	5
Tallow, candles, soap, and grease,	34	-	34	27	7
Tobacco, snuff, and cigars,	3	1	9	8	1
Toys and games (children's),	2	-	2	1	1
Trunks and valises,	2	1	3	3	-
Whips, lashes, and stocks,	2	-	2	2	-
Wooden goods,	69	33	102	95	7
Woolen goods,	833	56	889	652	237
Worsted goods,	49	12	61	52	9
Mining,	148	7	150	91	59
Laborers,	13,886	589	14,475	9,722	4,753
Laborers (agriculture),	2,168	101	2,269	1,541	728
Laborers (manufactures),	3,120	167	3,287	2,453	834
Laborers (other),	8,598	321	8,919	5,728	3,191
Apprentices,	58	5	63	60	3
Students,	21	3	24	24	-
Retired,	912	33	945	415	530
Not Gainful, etc.,	46	2	48	34	14
Unemployed Twelve Months,	522	46	568	314	254
Dependents,	845	22	867	335	532
At Home,	11	-	11	4	7
Not Stated,	318	27	345	237	108

RECAPITULATION.

CLASSES OF OCCUPATIONS.	Born in Ireland	Born in other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	36,031	3,437	39,468	29,406	10,062
Government,	284	14	298	247	51
Professional,	126	29	155	141	14
Domestic service,	1,030	92	1,122	1,046	76
Personal service,	705	88	793	661	132
Trade,	1,180	200	1,380	1,214	116
Transportation,	3,940	371	4,311	3,559	752
Agriculture,	960	39	999	604	395
The Fisheries,	194	31	225	104	121
Manufactures,	10,900	1,889	12,789	10,594	2,145
Mining,	143	7	150	91	59
Laborers,	13,886	589	14,475	9,722	4,753

RECAPITULATION — Concluded.

CLASSES OF OCCUPATIONS.	Born in Ireland	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE — Con.					
Apprentices,	58	5	63	60	3
Students,	21	3	24	24	-
Retired,	912	33	945	415	530
Not gainful, etc.,	46	2	48	34	14
Unemployed twelve months,	522	46	568	314	254
Dependents,	845	22	867	335	532
At home,	11	-	11	4	7
Not stated,	318	27	345	237	108

It would be a waste of time, space, and money to repeat in text form the results so plainly shown in the preceding table; but there are certain salient lines which will bear repetition.

Of the 166 aliens born in Ireland employed by city and town governments, 46 were illiterate. Naturally, but few illiterates were found in the professional class. The line "Housewives and Housework," under Domestic Service, needs explanation. Three persons are mentioned in this classification, but it should be borne in mind that this relates to males who performed the duties belonging to housewives or to those usually engaged in housework. Of the 704 employed in domestic service in private families, but 49 were illiterate. The exhibit for those engaged in Trade shows that 116 out of 1,330 were illiterate; and of the 4,311 engaged in Transportation, 752 were illiterate. The proportion of illiterates among those engaged in Agriculture is quite large, numbering 395 out of a total of 999; but this proportion is largely exceeded in the Fisheries, where 121 out of 225 are classed as illiterate.

Considering Manufactures as a whole, we find 2,145 illiterates among 12,739 aliens employed in the various manufacturing industries. The noticeable lines, based upon numerical prominence, are: 134 illiterates out of 1,034 employed in the manufacture of boots and shoes; 497 out of 2,863 engaged in the building trades; 339 out of 1,559 employed in cotton mills; 206 out of 825 engaged in the manufacture of leather; 204 out of 1,381 workers in metals and the making of metallic goods; and 237 out of 889 employed in woollen mills.

The illiterate laborers represent a large proportion of the whole number, there being 4,753 illiterates out of a total of 14,475. There were 728 out of 2,269 of the laborers engaged in agriculture; 834 out of 3,287 employed in manufactures; and 3,191 out of 8,919 laborers employed in industries not connected with either agriculture or manufactures, who were illiterate.

Of the 945 persons who had retired with a competency, 530, or the majority, were illiterate. On the other hand, of those who were dependent upon charity for their support, 532 out of 867 were illiterate.

We next present a recapitulation showing for each class of occupation, first, the number of literate aliens born in Ireland or of Irish descent, with percentages; second, the number of illiterates, with similar specifications; third, the aggregate (literate and illiterate combined), with the same detail; and fourth, the percentages of literate and illiterate in each class of occupation.

Aliens Born in Ireland or of Irish Descent.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	29,406	100.00	10,062	100.00	39,468	100.00	74.51	25.49
Government,	247	0.84	51	0.51	298	0.76	82.89	17.11
Professional,	141	0.48	14	0.14	155	0.39	90.97	9.03
Domestic service,	1,046	3.56	76	0.76	1,122	2.84	93.23	6.77
Personal service,	661	2.25	132	1.31	793	2.01	83.86	16.65
Trade,	1,214	4.13	116	1.16	1,330	3.37	91.23	8.72
Transportation,	8,559	12.10	752	7.47	9,311	10.92	82.66	17.44
Agriculture,	904	3.06	395	3.93	999	2.53	60.46	39.54
The Fisheries,	104	0.35	121	1.20	225	0.57	46.22	53.78
Manufactures,	10,594	36.03	2,145	21.32	12,739	32.28	83.16	16.84
Mining,	91	0.31	59	0.59	150	0.38	60.67	39.33
Laborers,	9,722	33.06	4,753	47.24	14,475	36.68	67.16	32.84
Apprentices,	60	0.20	3	0.03	63	0.16	95.24	4.76
Students,	24	0.08	-	-	24	0.06	100.00	-
Retired,	415	1.41	530	5.27	945	2.39	43.92	56.08
Not gainful, etc.,	34	0.12	14	0.14	48	0.12	70.83	29.17
Unemployed twelve months,	314	1.07	254	2.52	568	1.44	55.28	44.72
Dependents,	335	1.14	532	5.29	867	2.20	38.64	61.36
At home,	4	0.01	7	0.07	11	0.03	36.36	63.64
Not stated,	237	0.81	108	1.07	345	0.87	68.70	31.30

The table is so graphic that but little special analysis is required. Considering numbers and their relative percentages first, we find that of the 39,468 aliens, representing 100 per cent, 4,311, or 10.92 per cent, are employed in Transportation; 12,739, or 32.28 per cent, in Manufactures; while 14,475, or 36.68 per cent, are Laborers. These three classes represent 79.88 per cent of the whole number of aliens born in Ireland or of Irish descent.

Comparing the percentages of literate aliens in each class with the percentages of illiterates in the same class, some interesting facts are brought to light. Of the aliens in government service, 82.89 per cent are literate and 17.11 per cent illiterate; in Agriculture, 60.46 per cent are literate and 39.54 per cent illiterate; among those who have retired with a competency, 43.92 per cent are literate and 56.08 per cent illiterate; of the Dependents, 38.64 per cent are literate and 61.36 per cent illiterate.

Considering the three classes of occupations giving employment to the greatest number of aliens, Transportation, Manufactures, and Laborers, we find that of those employed in Transportation 82.56 per cent are literate and 17.44 illiterate; in Manufactures, 83.16 per cent literate and 16.84 illiterate; while 67.16 per cent of the laborers are literate and 32.84 per cent illiterate.

A closer examination of the detail tables brings out the fact that aliens born in Ireland or of Irish descent are employed in 115 branches

of occupation; in 82 of these branches some illiterate aliens are employed, while in 33 of them none of the aliens born in Ireland or of Irish descent are illiterate, all being able to read and write. In the manufacturing industries the Irish aliens are found in 74 branches, in 51 of which some of those so employed are illiterate.

In the final tables of this article the number of literate and illiterate aliens in each class of occupation and for the 17 countries are brought together for comparative purposes.

Aliens Born in Canada of French Descent.

In the preceding tables for Ireland the branches of occupation have been given in detail; under Manufactures, for instance, the number of aliens employed in each branch of occupation in that industry has been given in detail, such as Boots and Shoes, Clothing, Cotton Goods, Paper and Paper Goods, Woollen Goods, etc.

To present these detail tables for the other 16 countries considered in this article would consume too much space, and for that reason only the recapitulations showing the occupations by classes will be given in print. The information in detail is on file in the office, and can be supplied to those who may desire it. In the analysis for each country, however, some of the more important detail lines will be given, as indicative of the kind of information that can be supplied.

For a clearer understanding of the tables, another point of information is needed and is herewith supplied. It will be noted in the detail table for Ireland that opposite the branch of occupation line "Housewives and Housework," and also opposite the class headings "Not Gainful, etc.," "At Home," "Not Stated," figures appear. These figures are omitted in the showings for 16 of the 17 countries considered, for the following reason: In the table for Ireland 407 aliens were found in the classes mentioned; Housewives and Housework, three; Not Gainful, etc., 48; At Home, 11; and Not Stated, 345. In the 16 countries considered there were 876 aliens, distributed as follows: Housewives and Housework, 28; Not Gainful, etc., 50; At Home, 16; and Not Stated, 782. To have located these 876 persons, so as to have included them in the table under the proper column-head classifications, would have required the handling of nearly two hundred thousand schedules. It was not thought worth while to give the time or expend the money for such a slight return. For that reason these lines are omitted in the presentation for Canadian French and for those which follow.

In making up the first table which appears in this article showing aliens in Massachusetts, these 876 have been included with the 9,307 classified under "Other foreign countries and unknown." The aggregate, 876, is so small that when distributed among the 16 countries (excluding Ireland), the number allotted to each would have no appreciable effect upon the numerical presentation, or upon the percentages.

A recapitulation of the detail table for aliens born in Canada of French parentage follows:

CLASSES OF OCCUPATIONS.	Born in Canada (French)	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	28,621	824	29,445	16,334	13,111
Government,	56	1	57	27	30
Professional,	225	7	232	220	12
Domestic service,	164	2	166	114	52
Personal service,	785	28	763	473	290
Trade,	1,287	54	1,341	1,146	195
Transportation,	1,797	91	1,888	1,001	887
Agriculture,	480	7	487	300	278
The Fisheries,	500	6	506	352	154
Manufactures,	16,186	483	16,668	9,864	6,804
Mining,	261	2	263	115	148
Laborers,	5,614	126	5,740	2,389	3,351
Apprentices,	17	-	17	13	4
Students,	16	1	17	17	-
Retired,	566	10	576	176	400
Unemployed twelve months,	183	2	185	77	108
Dependents,	535	4	539	141	398

The whole number is 29,445, of which 28,621 were born in Canada of French parentage, while 824 were born in other foreign countries of French parentage. Of the aggregate, 16,334 were literate and 13,111 were illiterate.

Considering those classes of occupations in which at least 1,000 aliens were employed, we find that in Trade there were 1,341 aliens, 1,146 of whom were literate and 195 illiterate; in Transportation, of 1,888 aliens, 1,001 were literate and 887 illiterate; in Manufactures, 16,668 aliens were employed, of whom 9,864 were literate and 6,804 illiterate; the Laborers numbered 5,740, of whom 2,389 were literate and 3,351 were illiterate.

The second recapitulation shows the literate and illiterate aliens, by classes of occupations, with aggregates and percentages.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	16,334	100.00	13,111	100.00	29,445	100.00	55.47	44.53
Government,	27	0.16	30	0.23	57	0.19	47.37	52.63
Professional,	220	1.35	12	0.09	232	0.79	94.83	5.17
Domestic service,	114	0.70	52	0.40	166	0.56	64.67	31.33
Personal service,	473	2.90	290	2.21	763	2.59	61.99	38.01
Trade,	1,146	7.02	195	1.48	1,341	4.56	85.46	14.54
Transportation,	1,001	6.13	887	6.77	1,888	6.41	53.02	46.98
Agriculture,	209	1.28	278	2.12	487	1.66	42.92	57.08
The Fisheries,	352	2.15	154	1.17	506	1.72	69.57	30.43
Manufactures,	9,864	60.39	6,804	51.90	16,668	56.61	59.18	40.82
Mining,	115	0.70	148	1.13	263	0.89	43.73	56.27
Laborers,	2,389	14.63	3,351	25.56	5,740	19.49	41.62	58.38
Apprentices,	13	0.08	4	0.03	17	0.06	76.47	23.53
Students,	17	0.10	-	-	17	0.06	100.00	-
Retired,	176	1.08	400	3.05	576	1.96	30.56	69.44
Unemployed twelve months,	77	0.47	108	0.82	185	0.63	41.62	58.38
Dependents,	141	0.86	398	3.04	539	1.83	26.16	73.84

A few salient lines are considered by way of illustration. Of the aggregate number of aliens, 29,445, 55.47 per cent were literate and

44.53 per cent illiterate. Of the aliens employed in Trade, 85.46 per cent were literate and 14.54 per cent illiterate; of those engaged in Transportation, 53.02 per cent were literate and 46.98 per cent illiterate; in the manufacturing industries, of the aliens employed 59.18 per cent were literate and 40.82 per cent illiterate; of the Laborers, 41.62 per cent were literate and 58.38 per cent illiterate.

Referring to the detail tables which are on file in the office, we find that of 597 merchants and dealers, 447 were literate and 150 illiterate; of 1,416 persons employed as carriers on roads, 743 were literate and 673 illiterate; of 441 employed as carriers on steam railroads, 238 were literate and 203 illiterate. Considering the manufacturing industries, 1,663 aliens are employed in the manufacture of boots and shoes, of whom 1,077 were literate and 586 illiterate. In the building trades, of a total of 3,932 aliens, 2,421 were literate and 1,511 illiterate. In cotton mills, with a total of 4,939 aliens employed, 2,655 were literate and 2,284 illiterate; of 926 employed in woollen and worsted mills, 476 were literate and 450 illiterate. Of a total of 5,740 laborers, 2,389 were literate and 3,351 illiterate; these including 1,078 agricultural laborers, of whom 473 were literate and 605 illiterate; 1,857 employed in manufacturing establishments, of whom 843 were literate and 1,014 illiterate; and 2,805 general laborers, comprising 1,073 literate and 1,732 illiterate.

To summarize, 108 branches of occupation are represented in which the Canadian French are employed. In 16 branches all employés are literate, while in 92 different branches some illiterate employés are engaged.

Aliens Born in England or of English Descent.

As shown in the following recapitulation, the number of aliens born in England or of English parentage is 14,527, of whom 13,957 were literate and 570 illiterate.

CLASSES OF OCCUPATIONS.	Born in England	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	12,891	1,636	14,527	13,957	570
Government,	58	7	65	65	-
Professional,	285	40	325	324	1
Domestic service,	519	25	544	540	14
Personal service,	429	52	481	462	19
Trade,	1,120	202	1,322	1,305	17
Transportation,	557	198	750	732	18
Agriculture,	381	30	411	385	26
The Fisheries,	38	18	51	48	3
Manufactures,	7,907	833	8,740	8,449	291
Mining,	41	2	43	39	4
Laborers,	1,089	176	1,265	1,149	116
Apprentices,	19	-	19	19	-
Students,	30	8	38	38	-
Retired,	206	17	223	198	25
Unemployed twelve months,	109	18	122	115	7
Dependents,	103	16	118	89	29

Considering those classes of occupations in which 1,000 or more aliens were employed, we find that of 1,322 who were engaged in Trade,

1,305 were literate and 17 illiterate; of the 8,740 employés in manufacturing establishments, 8,449 were literate and 291 illiterate; of the 1,265 laborers, 1,149 were literate and 116 illiterate.

The recapitulation which follows shows percentages :

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	13,967	100.00	570	100.00	14,527	100.00	96.08	3.92
Government,	65	0.47	-	-	65	0.45	100.00	-
Professional,	324	2.32	1	0.17	325	2.24	99.69	0.31
Domestic service,	540	3.87	14	2.46	554	3.81	97.47	2.53
Personal service,	462	3.31	19	3.33	481	3.31	96.06	3.94
Trade,	1,305	9.35	17	2.98	1,322	9.10	98.71	1.29
Transportation,	732	5.24	18	3.16	750	5.16	97.60	2.40
Agriculture,	385	2.76	26	4.66	411	2.83	93.67	6.33
The Fisheries,	48	0.34	3	0.53	51	0.35	94.12	5.88
Manufactures,	8,449	60.54	291	51.05	8,740	60.16	96.67	3.33
Mining,	39	0.28	4	0.70	43	0.30	90.70	9.30
Laborers,	1,149	8.23	116	20.35	1,265	8.71	90.83	9.17
Apprentices,	19	0.14	-	-	19	0.13	100.00	-
Students,	38	0.27	-	-	38	0.26	100.00	-
Retired,	198	1.42	25	4.39	223	1.54	88.79	11.21
Unemployed twelve months,	115	0.82	7	1.23	122	0.84	94.26	5.74
Dependents,	89	0.64	29	5.09	118	0.81	75.42	24.58

Of those engaged in Trade, 98.71 per cent were literate and 1.29 per cent illiterate; of those employed in Manufactures, 96.67 per cent were literate and 3.33 per cent illiterate; while 90.83 per cent of the Laborers were literate and 9.17 per cent illiterate.

The percentages of illiteracy by classes of occupations being so small, it follows that the detail lines under each class must be unimportant when compared with the aggregate. In fact, out of 112 branches of occupation in which English aliens are found, in but 48 of them are there any illiterate aliens, and the number in each case is small.

Aliens Born in Canada of English Descent.

The aliens born in Canada of English parentage number 9,440, of whom 8,929 are literate and 512 illiterate.

A recapitulation by classes of occupations is subjoined.

CLASSES OF OCCUPATIONS.	Born in Canada (English)	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	9,184	256	9,440	8,928	512
Government,	58	2	60	57	1
Professional,	96	1	97	96	1
Domestic service,	134	3	137	133	4
Personal service,	270	6	276	262	14
Trade,	890	26	916	903	13
Transportation,	1,230	17	1,247	1,206	41
Agriculture,	102	4	106	97	9
The Fisheries,	1,317	23	1,340	1,239	101
Manufactures,	3,973	140	4,113	3,929	184
Mining,	48	-	48	37	11
Laborers,	922	29	951	883	118
Apprentices,	15	-	15	15	-
Students,	29	-	29	29	-
Retired,	38	1	39	34	5
Unemployed twelve months,	41	3	44	40	4
Dependents,	23	1	24	19	5

There are three classes of occupations in which more than 1,000 aliens were employed; these are Transportation, with a total of 1,247, of whom 1,205 were literate and 42 illiterate; the Fisheries, with 1,340, of whom 1,239 were literate and 101 illiterate; and Manufactures, with 4,113 aliens, of whom 3,929 were literate and 184 illiterate.

A second recapitulation, with percentages, follows:

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percentages	Number	Percentages	Number	Percentages	Literate	Illiterate
THE STATE.	8,928	100.00	512	100.00	9,440	100.00	94.58	5.42
Government,	57	0.64	1	0.19	58	0.62	98.28	1.72
Professional,	96	1.08	1	0.19	97	1.08	98.97	1.08
Domestic service,	133	1.49	4	0.78	137	1.45	97.06	2.92
Personal service,	262	2.93	14	2.73	276	2.92	94.93	5.07
Trade,	908	10.11	18	2.54	916	9.70	98.58	1.42
Transportation,	1,205	13.50	42	8.20	1,247	13.21	96.63	3.37
Agriculture,	97	1.09	9	1.76	106	1.12	91.51	8.49
The Fisheries,	1,239	13.88	101	19.73	1,340	14.20	92.46	7.54
Manufactures,	3,929	44.01	184	35.94	4,113	43.57	95.53	4.47
Mining,	37	0.41	11	2.15	48	0.51	77.08	22.92
Laborers,	833	9.33	118	23.05	951	10.07	87.59	12.41
Apprentices,	15	0.17	-	-	15	0.16	100.00	-
Students,	29	0.32	-	-	29	0.31	100.00	-
Retired,	34	0.38	5	0.98	39	0.41	87.18	12.82
Unemployed twelve months,	40	0.45	4	0.78	44	0.47	90.91	9.09
Dependents,	19	0.21	5	0.98	24	0.25	79.17	20.83

Of the 1,247 aliens engaged in Transportation, 96.63 per cent were literate and 3.37 per cent illiterate; of the 1,340 engaged in the Fisheries, 92.46 per cent were literate and 7.54 per cent illiterate; of those employed in manufacturing industries, 95.53 per cent were literate and 4.47 per cent illiterate; while of the Laborers, numbering 951, 87.59 per cent were literate and 12.41 per cent were illiterate.

Considering the branches of occupation, we find that the aliens of specified birth and descent were employed in 98 branches, and in 45 of these some of them were illiterate, while in 53 branches all of the aliens employed were literate.

Aliens Born in Nova Scotia or of Nova Scotian Descent.

As shown in the following recapitulation, of the aliens born in Nova Scotia or of Nova Scotian parentage, 9,058 in number, 8,592 are literate and 466 illiterate.

CLASSES OF OCCUPATIONS.	Born in Nova Scotia	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	8,992	166	9,058	8,592	466
Government,	87	-	87	86	1
Professional,	77	-	77	77	-
Domestic service,	187	4	191	185	6
Personal service,	223	6	229	226	3
Trade,	717	17	734	720	14
Transportation,	1,200	22	1,212	1,276	36
Agriculture,	282	3	285	266	19
The Fisheries,	175	2	177	167	20
Manufactures,	4,225	84	4,309	4,154	155
Mining,	19	-	19	19	-
Laborers,	1,437	19	1,456	1,268	198
Apprentices,	11	-	11	11	-
Students,	29	-	29	29	-
Retired,	50	1	51	50	1
Unemployed twelve months,	40	4	44	44	-
Dependents,	43	3	46	47	9

Of the 1,312 aliens who are engaged in Transportation, 1,276 are literate and 36 illiterate; of the 4,309 employed in manufacturing industries, 4,154 are literate and 155 illiterate; while of 1,456 laborers, 1,258 are literate and 198 illiterate.

The usual recapitulation, with percentages, is subjoined.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	8,592	100.00	466	100.00	9,058	100.00	94.86	5.14
Government,	86	1.00	1	0.21	87	0.98	98.85	1.15
Professional,	77	0.90	-	-	77	0.85	100.00	-
Domestic service,	185	2.15	6	1.29	191	2.11	96.86	3.14
Personal service,	226	2.63	8	0.64	239	2.58	98.69	1.31
Trade,	720	8.38	14	3.01	734	8.10	98.09	1.91
Transportation,	1,276	14.85	36	7.73	1,312	14.49	97.26	2.74
Agriculture,	266	3.10	19	4.08	285	3.15	93.33	6.67
The Fisheries,	157	1.83	20	4.29	177	1.95	88.70	11.30
Manufactures,	4,154	48.35	155	33.26	4,309	47.67	96.40	3.60
Mining,	19	0.22	-	-	19	0.21	100.00	-
Laborers,	1,258	14.64	198	42.49	1,456	16.07	86.40	13.60
Apprentices,	11	0.13	-	-	11	0.12	100.00	-
Students,	30	0.35	-	-	30	0.33	100.00	-
Retired,	50	0.58	1	0.21	51	0.56	98.04	1.96
Unemployed twelve months,	40	0.46	4	0.86	44	0.49	90.91	9.09
Dependents,	37	0.43	9	1.93	46	0.51	80.43	19.57

Considering the 1,312 aliens of Nova Scotian birth or descent engaged in Transportation, we find 97.26 per cent were literate and 2.74 per cent illiterate; of those employed in manufacturing industries, 96.40 per cent were literate and 3.60 per cent illiterate; while of the Laborers, 86.40 per cent were literate and 13.60 per cent illiterate.

Examining the detail tables which are on file in the office, we find that aliens born in Nova Scotia or of Nova Scotian parentage are employed in 103 branches of occupation; in 46 of these some illiterate aliens are found, while in 57 of the branches of occupation, all the aliens of specified birth and descent are literate.

Aliens Born in Sweden or of Swedish Descent.

Of the 7,855 aliens born in Sweden or of Swedish parentage, 7,400 were literate and 455 were illiterate.

CLASSES OF OCCUPATIONS.	Born in Sweden	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	7,817	38	7,855	7,400	455
Government,	18	-	18	15	3
Professional,	78	-	78	78	-
Domestic service,	169	-	169	162	7
Personal service,	132	-	132	127	5
Trade,	213	4	217	212	5
Transportation,	323	1	324	301	23
Agriculture,	110	1	111	107	4
The Fisheries,	417	2	419	412	7
Manufactures,	4,341	22	4,363	4,586	277
Mining,	183	-	183	174	9
Laborers,	1,188	7	1,195	1,101	94
Apprentices,	40	-	40	37	3
Students,	8	-	8	8	-
Retired,	26	1	27	17	10
Unemployed twelve months,	40	-	40	37	3
Dependents,	31	-	31	26	5

In but two classes of occupations are more than 1,000 aliens of Swedish birth or descent employed; these being Manufactures, with 4,863, of whom 4,586 are literate and 277 illiterate; and Laborers, 1,195 in number, of whom 1,101 are literate and 94 illiterate.

Aggregates and percentages are shown below.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	7,400	100.00	456	100.00	7,856	100.00	94.21	5.79
Government,	15	0.20	3	0.66	18	0.23	83.33	16.67
Professional,	78	1.05	-	-	78	0.99	100.00	-
Domestic service,	162	2.19	7	1.54	169	2.15	95.86	4.14
Personal service,	127	1.72	5	1.10	132	1.68	96.21	3.79
Trade,	212	2.86	5	1.10	217	2.76	97.70	2.30
Transportation,	301	4.07	23	5.05	324	4.13	92.90	7.10
Agriculture,	107	1.45	4	0.88	111	1.41	96.40	3.60
The Fisheries,	412	5.57	7	1.54	419	5.34	98.33	1.67
Manufactures,	4,586	61.97	277	60.88	4,863	61.91	94.30	5.70
Mining,	174	2.35	9	1.98	183	2.33	95.08	4.92
Laborers,	1,101	14.88	94	20.66	1,195	15.21	92.13	7.87
Apprentices,	37	0.50	3	0.66	40	0.51	92.50	7.50
Students,	8	0.11	-	-	8	0.10	100.00	-
Retired,	17	0.23	10	2.19	27	0.34	62.96	37.04
Unemployed twelve months,	37	0.50	3	0.66	40	0.51	92.50	7.50
Dependents,	26	0.35	5	1.10	31	0.40	83.87	16.13

Of those aliens employed in manufacturing industries, 94.30 per cent are literate and 5.70 per cent illiterate; while of the laborers, 92.13 per cent are literate and 7.87 per cent illiterate.

Referring to the detail tables, we find that the aliens born in Sweden or of Swedish descent are represented in 98 branches of occupation; in 47 of these none of the employés are illiterate, but in each of the other 51 of the branches some of the employés are illiterate.

Aliens Born in Italy or of Italian Descent.

Of the 7,702 aliens considered in the following table, 7,684 were born in Italy, while 18 were born in other foreign countries of Italian parentage. Of the aggregate, 4,203 are literate and 3,499 illiterate.

CLASSES OF OCCUPATIONS.	Born in Italy	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	7,684	18	7,702	4,203	3,499
Government,	18	-	18	10	8
Professional,	130	-	130	66	64
Domestic service,	70	-	70	50	20
Personal service,	438	-	438	260	178
Trade,	815	1	816	483	333
Transportation,	117	3	120	81	39
Agriculture,	24	-	24	10	14
The Fisheries,	10	-	10	5	5
Manufactures,	2,832	10	2,842	1,637	805
Mining,	186	1	187	119	68
Laborers,	3,419	2	3,421	1,633	1,888
Apprentices,	6	1	7	6	1
Students,	1	-	1	1	-
Retired,	47	-	47	13	34
Unemployed twelve months,	42	-	42	21	21
Dependents,	29	-	29	8	21

In only two classes of occupations are more than 1,000 aliens of Italian birth or descent found; these are Manufactures, comprising 2,342, of whom 1,537 are literate and 805 illiterate; and Laborers, 3,421 in number, of whom 1,533 are literate and 1,888 are illiterate.

As many Italians are engaged in what is called Trade, being principally engaged in the selling of fruit, it is interesting to note that of 816 Italian aliens so engaged, 483 are literate and 333 illiterate.

Some interesting percentages are contained in the following table:

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	4,208	100.00	3,499	100.00	7,702	100.00	54.57	45.43
Government,	10	0.24	8	0.23	18	0.23	55.56	44.44
Professional,	66	1.57	64	1.83	130	1.69	50.77	49.23
Domestic service,	80	1.19	20	0.57	70	0.91	71.43	28.57
Personal service,	280	6.19	178	5.09	438	5.69	59.36	40.64
Trade,	483	11.49	333	9.52	816	10.59	59.19	40.81
Transportation,	81	1.93	89	1.11	120	1.56	67.50	32.50
Agriculture,	10	0.24	14	0.40	24	0.31	41.67	58.33
The Fisheries,	5	0.12	5	0.14	10	0.13	50.00	50.00
Manufactures,	1,537	36.57	806	23.01	2,342	30.41	65.63	34.37
Mining,	119	2.83	68	1.94	187	2.43	63.64	36.36
Laborers,	1,533	36.47	1,888	53.96	3,421	44.42	44.81	55.19
Apprentices,	6	0.14	1	0.03	7	0.09	85.71	14.29
Students,	1	0.02	-	-	1	0.01	100.00	-
Retired,	13	0.31	34	0.97	47	0.61	27.66	72.34
Unemployed twelve months,	21	0.50	21	0.60	42	0.54	50.00	50.00
Dependents,	8	0.19	21	0.60	29	0.38	27.59	72.41

Of the 2,342 aliens of Italian birth or descent employed in manufacturing industries, 65.63 per cent are literate and 34.37 per cent are illiterate; while of the 3,421 laborers, 44.81 per cent are literate and 55.19 per cent are illiterate. Of the whole number of aliens of specified birth and descent, namely, 7,702, 54.57 per cent are literate and 45.43 per cent are illiterate.

From the table giving the branches of occupation in detail, we learn that aliens born in Italy or of Italian descent are employed in 78 branches, in 60 of which some of them so engaged are illiterate, while in 18 branches only those who are literate are employed.

The branches in which the aliens employed are all literate are those included in the Professional class, classified under Religion, Medicine, Amusements, Education, and Science; and Students; under Manufactures, the literate are engaged in the industries classified as Agricultural Implements; Artisans' Tools; Boxes (Paper and Wooden); Cement, Kaolin, Lime, and Plaster; Hair Work (Animal and Human); Hose: Rubber, Linen, etc.; Hosiery and Knit Goods; Models, Lasts, and Patterns; Musical Instruments and Materials; Photographs and Photographic Materials; Printing, Publishing, and Bookbinding; Saddlery and Harness.

Aliens Born in Russia or of Russian Descent.

In the recapitulation which follows, we find that of a total of 7,359 aliens born in Russia or of Russian parentage, 5,558 are literate and 1,801 are illiterate.

CLASSES OF OCCUPATIONS.	Born in Russia	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	7,311	48	7,359	5,558	1,801
Government,	4	-	4	4	-
Professional,	121	2	123	116	7
Domestic service,	26	-	26	23	3
Personal service,	74	-	74	68	11
Trade,	1,726	14	1,740	1,290	450
Transportation,	116	6	122	85	37
Agriculture,	35	-	35	29	6
The Fisheries,	65	-	65	53	12
Manufactures,	3,877	20	3,877	2,829	1,048
Mining,	276	-	276	261	15
Laborers,	918	3	921	736	185
Apprentices,	3	2	5	4	1
Students,	7	-	7	7	-
Retired,	32	-	32	23	9
Unemployed twelve months,	26	1	27	20	7
Dependents,	25	-	25	15	10

In but two classes of occupations are more than 1,000 aliens of Russian birth or descent found, namely, Trade and Manufactures. In the former, out of 1,740 aliens, 1,290 are literate and 450 illiterate; in the manufacturing industries, of a total of 3,877, 2,829 are literate and 1,048 illiterate.

Aggregates and percentages are presented in the second recapitulation.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	5,558	100.00	1,801	100.00	7,359	100.00	75.53	24.47
Government,	4	0.07	-	-	4	0.05	100.00	-
Professional,	116	2.09	7	0.39	123	1.67	94.81	5.69
Domestic service,	23	0.41	3	0.17	26	0.35	88.46	11.54
Personal service,	63	1.13	11	0.61	74	1.01	85.14	14.86
Trade,	1,290	23.21	450	24.99	1,740	23.64	74.14	25.86
Transportation,	85	1.53	37	2.05	122	1.66	69.67	30.33
Agriculture,	29	0.52	6	0.33	35	0.48	82.86	17.14
The Fisheries,	53	0.96	12	0.66	65	0.88	81.54	18.46
Manufactures,	2,829	50.90	1,048	58.19	3,877	52.68	72.97	27.03
Mining,	261	4.70	15	0.83	276	3.75	94.57	5.43
Laborers,	736	13.24	185	10.27	921	12.52	79.91	20.09
Apprentices,	4	0.07	1	0.06	5	0.07	80.00	20.00
Students,	7	0.13	-	-	7	0.10	100.00	-
Retired,	23	0.41	9	0.50	32	0.43	71.88	28.12
Unemployed twelve months,	20	0.36	7	0.39	27	0.37	74.07	25.93
Dependents,	15	0.27	10	0.56	25	0.34	60.00	40.00

Of the whole number of aliens, 7,359, we find 75.53 per cent are literate and 24.47 per cent illiterate. Of those employed in Trade, numbering 1,740, 74.14 per cent are literate and 25.86 per cent are illiterate; while in the manufacturing industries, of a total of 3,877, 72.97 per cent are literate and 27.03 per cent are illiterate.

An examination of the table giving the branches of occupation in detail shows that the aliens born in Russia or of Russian descent are employed in 86 different branches, in 59 of which some of the employes in each are illiterate, while in 27 all those employed are literate.

Aliens Born in Scotland or of Scotch Descent.

Of the whole number of aliens considered in the recapitulation which follows, namely, 5,940, 4,268 were born in Scotland, while 1,672 were

born in other foreign countries of Scotch descent. Of the total, 5,789 are literate and 151 illiterate.

CLASSES OF OCCUPATIONS.	Born in Scotland	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	4,268	1,672	5,940	5,789	151
Government,	27	17	44	44	-
Professional,	54	31	85	84	1
Domestic service,	137	31	168	167	1
Personal service,	122	48	170	169	1
Trade,	384	169	553	549	4
Transportation,	239	183	422	412	10
Agriculture,	173	31	209	206	3
The Fisheries,	12	32	44	42	2
Manufactures,	2,604	894	3,488	3,421	67
Mining,	19	6	25	24	1
Laborers,	342	164	506	490	16
Apprentices,	13	3	16	16	-
Students,	8	6	14	14	-
Retired,	70	22	92	86	6
Unemployed twelve months,	43	19	62	57	5
Dependents,	26	15	41	38	3

Manufactures is the only class of occupation in which more than 1,000 aliens born in Scotland or of Scotch descent are employed, and of these, 3,421 are literate and only 67 illiterate.

We present aggregates and percentages below.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	5,789	100.00	151	100.00	5,940	100.00	97.46	2.54
Government,	44	0.76	-	-	44	0.74	100.00	-
Professional,	84	1.45	1	0.66	85	1.43	96.82	1.18
Domestic service,	167	2.88	1	0.66	168	2.83	99.40	0.60
Personal service,	169	2.92	1	0.66	170	2.86	99.41	0.59
Trade,	549	9.48	4	2.65	553	9.31	99.28	0.72
Transportation,	412	7.12	10	6.62	422	7.10	97.63	2.37
Agriculture,	206	3.56	3	1.99	209	3.52	98.56	1.44
The Fisheries,	42	0.73	2	1.33	44	0.74	95.45	4.55
Manufactures,	3,421	59.09	67	44.37	3,488	58.72	98.08	1.92
Mining,	24	0.41	1	0.66	25	0.42	96.00	4.00
Laborers,	490	7.95	46	30.46	506	8.52	90.91	9.09
Apprentices,	16	0.28	-	-	16	0.27	100.00	-
Students,	14	0.24	-	-	14	0.24	100.00	-
Retired,	86	1.49	7	4.64	93	1.57	92.47	7.53
Unemployed twelve months,	57	0.98	5	3.31	62	1.04	91.94	8.06
Dependents,	38	0.66	3	1.99	41	0.69	92.68	7.32

By this table we find that the number of aliens born in Scotland or of Scotch parentage is 5,940, of whom 97.46 per cent are literate and 2.54 per cent are illiterate. In the manufacturing industries, the number employed being 3,488, 98.08 per cent are literate, while but 1.92 per cent are illiterate. Of the 506 aliens employed as laborers, 90.91 per cent are literate and 9.09 per cent illiterate, this latter being the highest percentage of illiteracy found in any class of occupation.

From the table giving the branches of occupation in detail, we find that the aliens born in Scotland or of Scotch descent are employed in 99 branches; in 63 of these there are no illiterates found, while in 36 some illiterates are employed in each.

Aliens Born in Germany or of German Descent.

In the recapitulation subjoined, it will be seen that of the 5,349 aliens considered, 5,121 were born in Germany, while 228 were born in other foreign countries of German parentage.

CLASSES OF OCCUPATIONS.	Born in Germany	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	5,121	228	5,349	4,938	411
Government,	16	-	16	16	-
Professional,	192	11	203	199	4
Domestic service,	108	4	112	109	3
Personal service,	157	6	163	154	9
Trade,	406	23	429	396	33
Transportation,	157	10	167	153	4
Agriculture,	136	-	136	125	11
The Fisheries,	26	12	38	34	4
Manufactures,	3,173	127	3,300	3,063	237
Mining,	3	-	3	3	-
Laborers,	520	26	546	481	65
Apprentices,	11	1	12	11	1
Students,	6	-	6	6	-
Retired,	93	4	97	84	13
Unemployed twelve months,	35	4	39	33	6
Dependents,	82	-	82	66	16

Of the total number of aliens, 5,349, 4,938 are literate and 411 illiterate. There is but one class of occupation in which we find more than 1,000 aliens employed, namely, Manufactures, in which there are 3,300, of whom 3,063 are literate and 237 illiterate. Of the 546 aliens engaged as laborers, 481 are literate and 65 illiterate.

Comparative figures for literates and illiterates, with aggregates and percentages, will be found in the following table :

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	4,938	100.00	411	100.00	5,349	100.00	92.32	7.68
Government,	16	0.33	-	-	16	0.30	100.00	-
Professional,	199	4.08	4	0.97	203	3.80	98.03	1.97
Domestic service,	109	2.21	3	0.73	112	2.09	97.32	2.68
Personal service,	154	3.12	9	2.19	163	3.06	94.48	5.52
Trade,	396	8.02	33	8.03	429	8.02	92.31	7.69
Transportation,	153	3.30	4	0.97	157	3.12	97.60	2.40
Agriculture,	125	2.53	11	2.68	136	2.54	91.91	8.09
The Fisheries,	34	0.69	4	0.97	38	0.71	89.47	10.53
Manufactures,	3,063	62.03	237	57.67	3,300	61.69	92.32	7.18
Mining,	3	0.06	-	-	3	0.06	100.00	-
Laborers,	481	9.74	65	15.82	546	10.21	88.10	11.90
Apprentices,	11	0.22	1	0.24	12	0.23	91.67	8.33
Students,	6	0.12	-	-	6	0.11	100.00	-
Retired,	84	1.70	13	3.16	97	1.81	86.60	13.40
Unemployed twelve months,	33	0.77	1	0.24	39	0.73	97.44	2.56
Dependents,	66	1.33	26	6.33	82	1.53	68.29	31.71

Of the whole number of aliens born in Germany or of German descent, 61.69 per cent are employed in manufacturing industries, while 10.21 per cent are laborers; of those employed in Manufactures, 92.32 per cent were literate and 7.18 per cent illiterate; and of the Laborers, 88.10 per cent could read and write, while 11.90 per cent could not. Of the total number of aliens born in Germany or of German descent, 92.32 per cent were literate and 7.68 per cent illiterate.

Considering the detail lines, each of which represents a branch of occupation, we find that the aliens of specified birth and descent are employed in 100 different branches; in 51 of these some of the aliens employed are illiterate, while in each of the 49 other branches none of the aliens are illiterate.

Aliens Born in Portugal or of Portuguese Descent.

Of the aliens classified under this heading, 4,722 in number, 4,707 were born in Portugal and but 15 in other foreign countries of Portuguese parentage. Of the whole number, 1,528 could read and write, while 3,194 were unable to do so.

CLASSES OF OCCUPATIONS.	Born in Portugal	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	4,707	15	4,722	1,528	3,194
Government,	20	1	21	9	12
Professional,	17	2	19	16	3
Domestic service,	50	-	50	18	32
Personal service,	208	1	209	136	73
Trade,	108	-	108	70	38
Transportation,	284	2	286	114	152
Agriculture,	154	-	154	50	104
The Fisheries,	724	2	726	161	565
Manufactures,	1,423	6	1,429	525	904
Mining,	2	-	2	1	1
Laborers,	1,577	1	1,578	391	1,187
Apprentices,	1	-	1	1	-
Students,	1	-	1	1	-
Retired,	48	-	48	12	36
Unemployed twelve months,	56	-	56	13	43
Dependents,	54	-	54	10	44

Of the 1,429 aliens born in Portugal or of Portuguese descent who were employed in manufacturing industries, 525 were literate and 904 illiterate; of the 1,578 employed as laborers, 391 were literate and 1,187 illiterate; of the 726 engaged in the Fisheries, 161 were literate and 565 illiterate. In these three classes of employment, embracing 3,733 persons, 1,077 were able to read and write, while 2,656 could not do so; that is, 28.85 per cent were literate and 71.15 per cent were illiterate.

The percentage table follows:

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percentages	Number	Percentages	Number	Percentages	Literate	Illiterate
THE STATE.	1,528	100.00	3,194	100.00	4,722	100.00	32.36	67.64
Government,	9	0.59	12	0.38	21	0.44	42.86	57.14
Professional,	16	1.05	3	0.09	19	0.40	84.21	15.79
Domestic service,	18	1.18	32	1.00	50	1.06	36.00	64.00
Personal service,	136	8.90	73	2.29	209	4.43	65.07	34.93
Trade,	70	4.58	38	1.19	108	2.29	64.81	35.19
Transportation,	114	7.46	162	4.76	266	5.63	42.86	57.14
Agriculture,	50	3.27	104	3.25	154	3.26	32.47	67.53
The Fisheries,	161	10.53	565	17.69	726	15.38	22.18	77.82
Manufactures,	525	34.36	904	28.30	1,429	30.26	36.74	63.26
Mining,	1	0.07	1	0.03	2	0.04	50.00	50.00
Laborers,	391	25.59	1,187	37.16	1,578	33.42	24.78	75.22
Apprentices,	1	0.07	-	-	1	0.02	100.00	-
Students,	1	0.07	-	-	1	0.02	100.00	-
Retired,	12	0.78	36	1.13	48	1.02	25.00	75.00
Unemployed twelve months,	13	0.85	43	1.35	56	1.19	23.21	76.79
Dependents,	10	0.65	44	1.38	54	1.14	18.52	81.48

Of the whole number of aliens born in Portugal or of Portuguese descent, 32.36 per cent are able to read and write, while 67.64 per cent are illiterate. Of those employed in Agriculture, 67.53 per cent are illiterate; in the Fisheries, 77.82 per cent; in Manufactures, 63.26 per cent; while of the Laborers, 75.22 per cent are illiterate.

The aliens of birth and descent as specified above are found to be employed in 73 branches of occupation; in 55 of these branches, those employed, as shown in the previous tables, are largely illiterate; while in only 18 branches out of the 73 are the aliens of such birth and descent all able to read and write.

Aliens Born in Poland or of Polish Descent.

As shown in the following table, of 3,156 aliens born in Poland or of Polish descent, 1,750 are literate and 1,406 illiterate.

CLASSES OF OCCUPATIONS.	Born in Poland	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	3,156	21	3,156	1,750	1,406
Government,	2	-	2	2	-
Professional,	9	3	12	12	-
Domestic service,	10	-	10	7	3
Personal service,	25	-	25	16	9
Trade,	194	7	201	169	42
Transportation,	36	1	36	26	10
Agriculture,	25	-	25	17	8
The Fisheries,	1	-	1	1	-
Manufactures,	1,742	8	1,750	934	816
Mining,	19	-	19	4	15
Laborers,	1,046	1	1,047	563	484
Students,	-	1	1	1	-
Retired,	10	-	10	5	5
Unemployed twelve months,	11	-	11	3	8
Dependents,	6	-	6	-	6

Of the 1,750 aliens of specified birth and descent employed in manufacturing industries, 934 were literate and 816 illiterate; of the laborers, numbering 1,047, 563 were literate and 484 illiterate.

The usual percentage table is subjoined.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	1,750	100.00	1,406	100.00	3,156	100.00	55.45	44.55
Government,	2	0.11	-	-	2	0.06	100.00	-
Professional,	12	0.69	3	0.21	12	0.38	100.00	-
Domestic service,	7	0.40	3	0.21	10	0.32	70.00	30.00
Personal service,	16	0.91	9	0.64	25	0.79	64.00	36.00
Trade,	169	9.09	42	2.99	201	6.37	79.10	20.90
Transportation,	26	1.49	10	0.71	36	1.14	72.22	27.78
Agriculture,	17	0.97	8	0.57	25	0.79	68.00	32.00
The Fisheries,	1	0.06	-	-	1	0.03	100.00	-
Manufactures,	934	53.37	816	58.04	1,750	55.45	53.37	46.63
Mining,	4	0.23	15	1.07	19	0.60	21.05	78.95
Laborers,	563	32.17	484	34.42	1,047	33.18	53.77	46.23
Students,	1	0.06	-	-	1	0.03	100.00	-
Retired,	5	0.28	5	0.35	10	0.32	50.00	50.00
Unemployed twelve months,	3	0.17	8	0.57	11	0.35	27.27	72.73
Dependents,	-	-	6	0.43	6	0.19	-	100.00

Of the whole number of aliens considered, namely, 3,156, 55.45 per cent were literate and 44.55 per cent illiterate. Of the 1,750 aliens employed in manufacturing industries, 53.37 per cent were literate and 46.63 per cent illiterate; while of the laborers 53.77 per cent could read and write and 46.23 per cent were illiterate.

Referring to the detail table in which the branches of occupation are given, we find that the aliens born in Poland or of Polish descent are employed in 63 different branches; in 44 of these some of the employés are illiterate, while in 19 of the branches the aliens of specified birth and descent so employed are all able to read and write.

Aliens Born in New Brunswick or of such Parentage.

Of the aliens born in New Brunswick or of such parentage, 2,785 in number, 2,629 were literate and 156 illiterate.

CLASSES OF OCCUPATIONS.	Born in New Brunswick	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	2,606	87	2,785	2,629	156
Government,	28	-	28	25	3
Professional,	34	-	34	36	-
Domestic service,	45	2	47	45	2
Personal service,	90	6	96	92	4
Trade,	271	13	284	284	-
Transportation,	392	10	402	386	16
Agriculture,	52	-	52	49	3
The Fisheries,	2	-	2	2	-
Manufactures,	1,375	41	1,416	1,350	66
Mining,	9	-	9	5	4
Laborers,	331	12	343	290	53
Apprentices,	8	-	8	8	-
Students,	8	-	8	8	-
Retired,	16	-	16	16	-
Unemployed twelve months,	20	1	21	20	1
Dependents,	17	-	17	13	4

In only one class of occupation are more than 1,000 persons of specified birth and descent employed, that being in Manufactures; of the 1,416 aliens employed therein, 1,350 are literate and 66 illiterate.

Aggregates and percentages are shown, as usual, in the table which follows:

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	2,629	100.00	156	100.00	2,785	100.00	94.40	5.60
Government,	25	0.95	3	1.93	28	1.01	89.29	10.71
Professional,	36	1.37	-	-	36	1.29	100.00	-
Domestic service,	45	1.71	2	1.28	47	1.69	95.74	4.26
Personal service,	92	3.50	4	2.56	96	3.45	95.83	4.17
Trade,	284	10.80	-	-	284	10.20	100.00	-
Transportation,	396	14.68	16	10.26	402	14.43	96.02	3.98
Agriculture,	49	1.86	3	1.93	52	1.87	94.23	5.77
The Fisheries,	2	0.08	-	-	2	0.07	100.00	-
Manufactures,	1,350	51.35	66	42.31	1,416	50.84	96.34	4.66
Mining,	5	0.19	4	2.56	9	0.32	55.56	44.44
Laborers,	290	11.03	53	33.97	343	12.32	84.55	15.45
Apprentices,	8	0.31	-	-	8	0.29	100.00	-
Students,	8	0.31	-	-	8	0.29	100.00	-
Retired,	16	0.61	-	-	16	0.57	100.00	-
Unemployed twelve months,	20	0.76	1	0.64	21	0.75	95.24	4.76
Dependents,	13	0.49	4	2.56	17	0.61	76.47	23.53

Of the 2,785 aliens of specified birth and descent, 94.40 per cent are literate and 5.60 per cent illiterate. Of the 1,416 employed in manufacturing industries, 95.34 per cent are literate, while but 4.66 per cent are illiterate. In the mining industry, 44.44 per cent are illiterate.

Referring to the table showing the branches of occupation in detail, which is not printed but is kept on file in the Bureau, we find that aliens born in New Brunswick or of such parentage are employed in 81 different branches of occupation; in 50 of these the aliens of specified birth and descent are all able to read and write, while in 31 of such branches some of the employés are illiterate.

Aliens Born in Newfoundland or of such Parentage.

Of the 1,687 aliens born in Newfoundland or of such parentage, 1,446 were found to be literate and 241 illiterate.

CLASSES OF OCCUPATIONS.	Born in Newfoundland	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	1,668	29	1,687	1,446	241
Government,	6	-	6	6	-
Professional,	3	-	3	3	-
Domestic service,	5	1	6	6	-
Personal service,	33	1	39	34	5
Trade,	68	6	64	61	3
Transportation,	92	2	94	81	13
Agriculture,	5	2	5	5	-
The Fisheries,	399	1	399	313	86
Manufactures,	666	11	677	615	62
Mining,	1	-	1	1	-
Laborers,	355	5	355	293	62
Apprentices,	3	-	3	3	-
Students,	1	-	1	1	-
Retired,	11	-	11	8	3
Unemployed twelve months,	12	-	12	8	4
Dependents,	11	-	11	8	3

Of the 399 engaged in the Fisheries, 313 were literate and 86 illiterate; of the 677 employed in Manufactures, 615 were literate and 62 illiterate; while of the 355 Laborers, 293 could read and write and 62 were illiterate.

Aggregates and percentages are given below.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percentages	Number	Percentages	Number	Percentages	Literate	Illiterate
THE STATE.	1,446	100.00	241	100.00	1,687	100.00	85.71	14.29
Government,	6	0.41	-	-	6	0.36	100.00	-
Professional,	3	0.21	-	-	3	0.18	100.00	-
Domestic service,	6	0.41	-	-	6	0.36	100.00	-
Personal service,	34	2.36	5	2.08	39	2.31	87.18	12.82
Trade,	61	4.22	3	1.24	64	3.79	95.31	4.69
Transportation,	81	5.60	13	5.39	94	5.57	86.17	13.83
Agriculture,	5	0.35	-	-	5	0.30	100.00	-
The Fisheries,	313	21.66	86	35.69	399	23.66	78.45	21.55
Manufactures,	615	42.53	62	25.73	677	40.13	90.84	9.16
Mining,	1	0.07	-	-	1	0.06	100.00	-
Laborers,	293	20.27	62	25.73	355	21.04	82.54	17.46
Apprentices,	3	0.21	-	-	3	0.18	100.00	-
Students,	1	0.07	-	-	1	0.06	100.00	-
Retired,	8	0.55	3	1.24	11	0.65	72.73	27.27
Unemployed twelve months,	8	0.55	4	1.66	12	0.71	66.67	33.33
Dependents,	8	0.55	3	1.24	11	0.65	72.73	27.27

Of the 1,687 aliens born in Newfoundland or of such parentage, 85.71 per cent were literate, while 14.29 per cent could not read and write. Of those engaged in the Fisheries, 78.45 per cent were literate and 21.55 illiterate; in Manufactures, 90.84 per cent of the employés were able to read and write, while 9.16 per cent were illiterate; of the Laborers, 82.54 per cent were literate and 17.46 per cent were unable to read and write.

Considering the 64 branches of occupation in which aliens of the specified birth and descent are employed, we find that in 37 of them all of the aliens are able to read and write, while in 27 of the branches some of the employés were illiterate.

Aliens Born in Prince Edward Island or of such Parentage.

The aliens born in Prince Edward Island or of such parentage number 1,266, the literate aliens comprising 1,234 and the illiterate 32.

CLASSES OF OCCUPATIONS.	Born in Prince Ed- ward Island	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	1,219	47	1,266	1,234	32
Government,	9	-	9	9	-
Professional,	10	-	10	9	1
Domestic service,	22	1	23	23	-
Personal service,	87	-	87	86	1
Trade,	91	4	95	94	1
Transportation,	152	4	156	153	3
Agriculture,	20	-	20	20	-
The Fisheries,	11	1	12	12	-
Manufactures,	720	31	751	735	16
Mining,	1	-	1	1	-
Laborers,	119	5	124	116	8
Apprentices,	4	-	4	4	-
Students,	3	-	3	3	-
Retired,	11	-	11	9	2
Unemployed twelve months,	8	1	9	9	-
Dependents,	1	-	1	1	-

In only one class of occupation, namely, Manufactures, are aliens of the specified birth and descent largely represented; here we find 751, of whom 735 are literate and 16 illiterate.

Aggregates and percentages are next presented.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages	Literate	Illiterate
THE STATE.	1,234	100.00	32	100.00	1,266	100.00	97.47	2.53
Government,	9	0.73	-	-	9	0.71	100.00	-
Professional,	9	0.73	1	3.13	10	0.79	90.00	10.00
Domestic service,	23	1.86	-	-	23	1.82	100.00	-
Personal service,	86	2.92	1	3.13	37	2.92	97.80	2.70
Trade,	94	7.62	1	3.13	95	7.50	98.95	1.05
Transportation,	153	12.40	3	9.37	156	12.32	98.08	1.92
Agriculture,	20	1.62	-	-	20	1.58	100.00	-
The Fisheries,	12	0.97	-	-	12	0.95	100.00	-
Manufactures,	735	59.56	16	50.00	751	59.32	97.87	2.13
Mining,	1	0.08	-	-	1	0.08	100.00	-
Laborers,	116	9.40	8	25.00	124	9.79	93.55	6.45
Apprentices,	4	0.33	-	-	4	0.32	100.00	-
Students,	3	0.24	-	-	3	0.24	100.00	-
Retired,	9	0.73	2	6.24	11	0.87	81.82	18.18
Unemployed twelve months,	9	0.73	-	-	9	0.71	100.00	-
Dependents,	1	0.08	-	-	1	0.08	100.00	-

Of the 1,266 aliens born in Prince Edward Island or of such parentage, 97.47 per cent were able to read and write, and but 2.53 per cent were illiterate. Of the Laborers, 93.55 per cent were literate and 6.45 per cent illiterate.

The aliens born in Prince Edward Island or of such parentage are employed in 69 different branches of occupation. In only 14 of these branches are any of the employés of specified birth and descent unable to read and write; in each of the remaining 55 branches all of the employés are literate.

Aliens Born in France or of French Descent.

Of the aliens born in France or of French descent, 1,240 in number, 1,109 are literate and 131 illiterate.

CLASSES OF OCCUPATIONS.	Born in France	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	1,047	193	1,240	1,109	131
Government,	7	-	7	6	1
Professional,	86	4	90	89	1
Domestic service,	63	5	68	64	4
Personal service,	35	5	40	37	3
Trade,	50	24	74	73	1
Transportation,	22	7	29	25	4
Agriculture,	55	1	56	46	10
The Fisheries,	25	8	33	26	7
Manufactures,	430	86	506	461	45
Mining,	6	2	8	8	-
Laborers,	232	36	268	228	40
Apprentices,	1	-	1	1	-
Students,	5	-	5	-	-
Retired,	19	6	25	21	4
Unemployed twelve months,	9	2	11	7	4
Dependents,	12	7	19	12	7

In but two classes of occupation are the French aliens represented to any extent numerically. In manufacturing industries, 506 are employed, of whom 461 are literate and 45 illiterate. There are 268 laborers, of whom 228 are literate and 40 are unable to read and write.

The usual percentage table follows :

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percentages	Number	Percentages	Number	Percentages	Literate	Illiterate
THE STATE.	1,109	100.00	131	100.00	1,240	100.00	89.44	10.56
Government,	6	0.54	1	0.76	7	0.56	85.71	14.29
Professional,	89	8.03	1	0.76	90	7.26	98.89	1.11
Domestic service,	64	5.77	4	3.05	68	5.48	94.12	5.88
Personal service,	37	3.34	3	2.29	40	3.23	92.50	7.50
Trade,	73	6.58	1	0.76	74	5.97	98.65	1.35
Transportation,	25	2.25	4	3.05	29	2.34	86.21	13.79
Agriculture,	46	4.15	10	7.64	56	4.52	82.14	17.86
The Fisheries,	26	2.35	7	5.35	33	2.66	78.79	21.21
Manufactures,	461	41.57	45	34.35	506	40.81	91.11	8.89
Mining,	8	0.72	-	-	8	0.64	100.00	-
Laborers,	228	20.56	40	30.54	268	21.61	85.07	14.93
Apprentices,	1	0.09	-	-	1	0.08	100.00	-
Students,	5	0.45	-	-	5	0.40	100.00	-
Retired,	21	1.89	4	3.05	25	2.02	84.00	16.00
Unemployed twelve months,	7	0.63	4	3.05	11	0.89	63.64	36.36
Dependents,	12	1.08	7	5.35	19	1.53	68.16	31.84

We find that of the 1,240 aliens of specified birth and descent, 89.44 per cent are literate and 10.56 per cent illiterate. In Agriculture, 17.86 per cent of the employés are illiterate; in the Fisheries, 21.21 per cent; of the Laborers, 14.93 per cent; while in manufacturing industries only 8.89 per cent are illiterate.

The aliens born in France or of French descent are employed in 76 different branches of occupation; in 42 of these all of the employés of the specified birth and descent are able to read and write, while in 34 of the branches considered some of the aliens are illiterate.

Aliens born in Wales or of Welsh Descent.

The number of aliens born in Wales or of Welsh descent is 304, of whom 209 are literate and 95 illiterate.

CLASSES OF OCCUPATIONS.	Born in Wales	Born in Other Foreign Countries	Totals	Literate	Illiterate
THE STATE.	258	46	304	209	95
Government,	3	-	3	2	1
Professional,	1	2	3	3	-
Domestic service,	8	-	8	7	1
Personal service,	5	1	6	6	-
Trade,	10	8	18	18	-
Transportation,	7	4	11	10	1
Agriculture,	6	-	6	6	-
Manufactures,	111	28	137	127	10
Mining,	1	-	1	-	1
Laborers,	101	3	104	23	81
Apprentices,	2	-	2	2	-
Retired,	1	1	2	2	-
Unemployed twelve months,	1	1	2	2	-
Dependents,	1	-	1	1	-

The Welsh are not represented to a great extent numerically in any of the classes of occupations. There are 137 aliens of specified birth and descent employed in manufacturing industries, of whom 127 are literate and 10 illiterate; of the 104 laborers, 23 are literate and 81 illiterate.

Percentages based upon small numbers are usually misleading, because excessive. In reading the following table, or, in fact, before placing too much reliance upon any percentage, reference should be made to the numerical basis.

CLASSES OF OCCUPATIONS.	LITERATE		ILLITERATE		AGGREGATES		PERCENTAGES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Literate	Illiterate
THE STATE.	209	100.00	95	100.00	304	100.00	68.75	31.25
Government,	2	0.96	1	1.06	3	0.99	66.67	33.33
Professional,	3	1.43	-	-	3	0.99	100.00	-
Domestic service,	7	3.35	1	1.06	8	2.63	87.50	12.50
Personal service,	6	2.87	-	-	6	1.97	100.00	-
Trade,	18	8.61	-	-	18	5.38	100.00	-
Transportation,	10	4.78	1	1.06	11	3.62	90.91	9.09
Agriculture,	6	2.87	-	-	6	1.97	100.00	-
Manufactures,	127	60.77	10	10.53	137	45.07	92.70	7.30
Mining,	-	-	1	1.06	1	0.32	-	100.00
Laborers,	23	11.00	81	85.27	104	34.21	22.12	77.88
Apprentices,	2	0.96	-	-	2	0.66	100.00	-
Retired,	2	0.96	-	-	2	0.66	100.00	-
Unemployed twelve months,	2	0.96	-	-	2	0.66	100.00	-
Dependents,	1	0.48	-	-	1	0.32	100.00	-

Of the 304 aliens born in Wales or of Welsh descent, 68.75 per cent are literate and 31.25 per cent illiterate. The percentage of illiteracy is very large in the case of the laborers, 22.12 per cent only being literate, while 77.88 per cent are illiterate.

The aliens born in Wales or of Welsh descent are represented in 50 branches of occupation; in 40 of these all the employés of the specified birth and descent were able to read and write, but in each of the other 10 some persons unable to read and write are found.

General Analysis.

Connected with each of the preceding tables has been given a short analysis pertinent to the particular country considered. When the figures and percentages for these countries are brought together, we secure tables supplying comparisons which will be found to be of great value.

We present first a recapitulation drawn from the tables, showing for each of the countries considered the number of aliens, the respective number of literate and illiterate aliens, and the corresponding percentages for literate and illiterate aliens.

COUNTRIES.	Number of Aliens	Number Literate	Number Illiterate	PERCENTAGES	
				Literate	Illiterate
Ireland,	39,468	29,406	10,062	74.51	25.49
Canada (French),	29,445	16,384	13,111	55.47	44.53
England,	14,537	13,957	570	96.08	3.92
Canada (English),	9,440	8,928	512	94.58	5.42
Nova Scotia,	9,058	8,592	466	94.86	5.14
Sweden,	7,855	7,400	455	94.21	5.79
Italy,	7,702	4,208	3,499	54.57	45.43
Russia,	7,359	5,558	1,801	75.58	24.47
Scotland,	5,940	5,789	151	97.46	2.54
Germany,	5,349	4,988	411	92.82	7.68
Portugal,	4,723	1,528	3,194	32.36	67.64
Poland,	3,156	1,750	1,406	55.45	44.55
New Brunswick,	2,785	2,629	156	94.40	5.60
Newfoundland,	1,687	1,446	241	85.71	14.29
Prince Edward Island,	1,266	1,234	32	97.47	2.53
France,	1,240	1,109	131	89.44	10.56
Wales,	304	209	96	68.75	31.25

As regards ability to read and write, the aliens born in Prince Edward Island or of such descent make the most satisfactory showing, 97.47 per cent being literate, and only 2.53 per cent illiterate; those born in Scotland or of Scotch descent ranked next, with 97.46 per cent literate and 2.54 per cent illiterate; the third place is held by aliens born in England or of English descent, of whom 96.08 per cent are literate and 3.92 per cent illiterate.

Looking at the other side of the picture, we find that of the aliens born in Portugal or of Portuguese descent 67.64 per cent are illiterate; of those born in Italy or of Italian descent, 45.43 per cent are illiterate; of those born in Poland or of Polish descent, 44.55 per cent are illiterate; while of the aliens born in Canada of French descent or in other foreign countries of French Canadian descent, 44.53 per cent are illiterate.

Considering the column which shows the percentage of illiteracy for each of the countries, we obtain the following text comparisons: For the Portuguese aliens, over 60 per cent; for the Italian, Polish, and French Canadian aliens, between 40 and 50 per cent; for the Welsh, Irish, and Russian aliens, between 20 and 35 per cent; for the Newfoundland and French aliens, between 10 and 15 per cent; while for the German, Swedish, New Brunswick, Canada (English), Nova Scotia, English, Scotch, and Prince Edward Island aliens, the percentage is less than 10.

We next present a recapitulation in which the comparisons are shown by classes of occupations instead of by countries.

The table shows first the class of occupation, and in connection therewith the total males in the specified industry, the number of aliens, the number of literate aliens, the number of illiterate aliens, and the percentages of literate and illiterate aliens. In addition is given the proportion of aliens to each 100 males employed in the specified industries, and also the proportion of illiterate aliens to each 100 males employed in the specified industries.

CLASSES OF OCCUPATIONS.	Total Males in In- dustry	Total Aliens in In- dustry	NUMBER OF ALIENS—		PERCENTAGES OF ALIENS—		Proportion of Aliens to Each 100 Males in In- dustry	Proportion of Illiterate Aliens to Each 100 Males in In- dustry
			Literate	Illiterate	Literate	Illiterate		
Government, . . .	17,240	768	651	112	85.32	14.68	4.43	0.66
Professional, . . .	23,845	1,817	1,707	110	93.95	6.05	7.62	0.46
Domestic service, . . .	14,877	3,181	2,927	254	92.02	7.98	21.38	1.71
Personal service, . . .	25,724	5,491	4,459	1,032	81.21	18.79	21.35	4.01
Trade, . . .	129,875	11,020	9,642	1,378	87.50	12.50	8.49	1.06
Transportation, . . .	60,680	11,881	9,790	2,091	82.40	17.60	17.06	3.00
Agriculture, . . .	37,281	3,232	2,364	918	72.03	27.97	8.80	2.46
The Fisheries, . . .	8,313	4,416	3,301	1,115	74.75	25.25	50.11	12.65
Manufactures, . . .	349,546	74,629	59,912	14,717	86.23	13.77	21.35	4.21
Mining, . . .	2,367	1,263	924	339	78.16	21.84	53.36	14.32
Laborers, . . .	98,758	35,513	22,422	13,091	68.14	31.86	35.96	13.26
Apprentices, . . .	5,320	242	224	18	92.56	7.44	4.55	0.34
TOTALS, . . .	783,326	153,498	118,323	35,175	77.08	22.92	19.00	4.49

The classes of occupations making the best showing as regards ability to read and write are: Professional, with 93.95 per cent literate; Apprentices, 92.56 per cent; and Domestic Service, 92.02 per cent. On the other hand, the classes of occupations containing the largest percentage of illiterates are: Laborers, 36.86 per cent; Agriculture, 27.97 per cent; Mining, 26.84 per cent; and the Fisheries, 25.25 per cent. In other words, of those employed as laborers more than one-third are illiterate, and more than one-fourth of those engaged in agriculture, mining, and the fisheries.

Looking at the matter from another point of view, we find that of each 100 males employed in mining, more than 14 are illiterate aliens, while of the laborers, 13 are illiterate aliens.

We find that of each 100 males employed in the mining industry, 53 are aliens; of all males engaged in the Fisheries, 50 in each 100 are

aliens; of the Laborers, about 36 out of each 100 males so employed are aliens; while in manufacturing industries, out of each 100 males employed, 21, or more than one-fifth, are aliens. The lowest percentages are found in the classes called "Government" and "Apprentices;" in the former, out of each 100 males there are about four (4.43) aliens; while out of each 100 males learning trades, there are nearly five (4.55) aliens.

The 12 classes of occupations considered in this table are usually called "Productive;" this does not mean that they are only productive in the sense of making or manufacturing some particular article, but includes those engaged in gainful occupations from which they derive an income.

We find the whole number of males engaged in these productive and gainful occupations to be 783,326, of whom 153,498, or 19.60 per cent, are aliens. Of the aliens, 118,323, or 77.08 per cent, are literate, while 35,175, or 22.92 per cent, are illiterate.

To each 100 males employed in the industries considered, more than 19 (19.60) are aliens, while of these aliens more than four (4.49) are illiterate.

In the next table are given the percentages of aliens of stated birth and descent of the total male persons employed in certain classes of occupation.

COUNTRIES.	Trade	Transportation	Agriculture	Manufactures	Laborers
Ireland,	1.02	6.19	2.68	3.64	14.66
Canada (French),	1.08	2.71	1.31	4.77	5.81
England,	1.02	1.08	1.10	2.50	1.28
Canada (English),	0.71	1.79	0.28	1.18	0.96
Nova Scotia,	0.67	1.88	0.76	1.28	1.47
Sweden,	0.17	0.46	0.30	1.39	1.21
Italy,	0.68	0.17	0.06	0.67	3.46
Russia,	1.84	0.18	0.09	1.11	0.93
Scotland,	0.48	0.61	0.56	1.00	0.61
Germany,	0.33	0.24	0.36	0.94	0.56
Portugal,	0.08	0.38	0.41	0.41	1.60
Poland,	0.16	0.06	0.07	0.50	1.06
New Brunswick,	0.22	0.58	0.14	0.41	0.35
Newfoundland,	0.06	0.13	0.01	0.19	0.36
Prince Edward Island,	0.07	0.22	0.06	0.21	0.13
France,	0.06	0.04	0.15	0.14	0.27
Wales,	0.01	0.02	0.02	0.04	0.11
Other foreign countries,*	0.60	0.82	0.48	1.01	1.23

* Including "unknowns."

Percentages which look quite large when aggregated for all the countries considered, become comparatively small when allotted to each country. Under Trade, there are but four countries which show more than one per cent of aliens of the total male persons employed, these being Ireland, Canada (French), England, and Russia. Under Transportation the percentages grow larger, reaching 6.19 for Ireland, 2.71 for Canada (French), 1.88 for Nova Scotia, 1.79 for Canada (English), and 1.08 for England. Of all the male persons employed in Agriculture, 2.68 per cent are aliens born in Ireland or of Irish descent; 1.31 per cent are aliens born in Canada of French descent or in other foreign

countries of French Canadian descent; while 1.10 per cent were born in England or of English descent.

In the manufacturing industries, of the whole number of male persons employed, 4.77 per cent are aliens born in Canada of French descent or born in other foreign countries of French Canadian descent; 3.64 per cent were born in Ireland or of Irish descent; and 2.50 per cent were born in England or of English descent. As will be readily seen from the table, in the fourth column, there are five other countries in which the aliens are found to be in excess of one per cent.

Considering the Laborers, we find that of the whole number of male persons so engaged, 14.66 per cent are aliens born in Ireland or of Irish descent; 5.81 per cent were born in Canada of French descent or in other foreign countries of French Canadian descent; and 3.46 in Italy or of Italian descent.

The following tables present comparisons for the Census years 1885 and 1895 regarding the aliens, the first table giving comparisons for total aliens, by countries; the second, for illiterate aliens, by countries; and the third, for literate, illiterate, and total aliens, by classes of occupations.

Below is given the total number of aliens in the Commonwealth in the years 1885 and 1895, by specified countries and descent; the figures are brought into comparison, and the increase or decrease in 1895 as compared with 1885 is shown.

COUNTRIES AND DESCENT.	TOTAL ALIENS		Increase (+), or Decrease (-), in 1895 as Compared with 1885
	1885	1895	
Ireland,	35,600	39,468	+3,868
Canada (French),	17,292	29,445	+12,153
England,	10,502	14,527	+4,025
Canada (English),	3,181	9,440	+6,259
Nova Scotia,	8,708	9,068	+360
Sweden,	2,899	7,865	+4,966
Italy,	1,874	7,702	+5,828
Russia,	539	7,359	+6,820
Scotland,	3,262	5,940	+2,678
Germany,	4,473	5,249	+776
Portugal,	2,175	4,723	+2,547
Poland,	385	3,155	+2,771
New Brunswick,	2,799	2,785	-14
Newfoundland,	470	1,687	+1,217
Prince Edward Island,	1,303	1,266	-37
France,	641	1,240	+599
Wales,	173	304	+131
Other foreign countries,*	2,670	9,307	+6,637
TOTALS,	99,131	160,610	+61,479

* Including "unknown."

Examining the total line, we find that in 1885 the number of aliens was 99,131; in 1895 it had increased to 160,610, an advance of 61,479, or 62.02 per cent. Each country shows an increase, with the exception of New Brunswick and Prince Edward Island, in both of which a slight falling off is noticed. The largest numerical increase shown is for aliens born in Canada of French descent or in other foreign countries of French

Canadian descent, the number in 1885 being 17,292, increasing to 29,445 in 1895, an advance of 12,153, or 70.28 per cent.

Considering percentages of increase, some of the countries show a much larger growth than that given for the Canada French. For instance, the aliens born in Canada of English descent or in other foreign countries of Canadian English descent show an increase from 3,181 in 1885 to 9,440 in 1895, an advance of 6,259, or 196.76 per cent. The noticeable increases for the other countries are as follows: Sweden, 4,966, or 171.89 per cent; Italy, 5,828, or 310.99 per cent; Russia, 6,820, or 1,265.31 per cent; Scotland, 2,678, or 82.10 per cent; Portugal, 2,547, or 117.10 per cent; Poland, 2,771, or 719.74 per cent; and Newfoundland, 1,217, or 258.94 per cent.

In the second comparative table, we confine our attention to the illiterate aliens engaged in productive industries, showing their number, by specified countries and descent, in 1885 and 1895, with increase or decrease.

COUNTRIES AND DESCENT.	ILLITERATE ALIENS		Increase (+), or Decrease (-), in 1895 as Compared with 1885
	1885	1895	
THE STATE.	25,255	35,175	+9,920
Ireland,	11,002	8,617	-3,075
Canada (French),	8,317	12,205	+3,888
England,	547	509	-38
Canada (English),	271	498	+227
Nova Scotia,	516	452	-64
Sweden,	185	437	+252
Italy,	964	3,423	+2,459
Russia,	149	1,775	+1,626
Scotland,	74	186	+112
Germany,	231	371	+140
Portugal,	1,466	3,071	+1,605
Poland,	140	1,387	+1,247
New Brunswick,	151	151	=
Newfoundland,	65	231	+166
Prince Edward Island,	39	30	-9
France,	56	116	+60
Wales,	14	95	+81
Other foreign countries,*	378	1,671	+1,293

* Including "unknown."

In 1885, the number of illiterate aliens in this Commonwealth, who were born in Ireland or were of Irish descent, was 11,692; in 1895 this number was 8,617, or a decrease of 3,075, showing a most satisfactory progress in the diffusion of education and the consequent reduction of illiteracy. On the other hand, considering those born in Canada of French descent or in other foreign countries of French Canadian descent, we have an increase in 1895 as compared with 1885 of 3,888. England, Nova Scotia, and Prince Edward Island show small decreases; New Brunswick neither increase nor decrease; while in the case of 12 other countries (including "Other foreign countries and unknown"), an increase in the number of illiterate aliens is uniformly indicated by the figures.

In the final comparative table for 1885 and 1895 the literate and illiterate aliens are shown, with aggregates, by classes of occupations.

CLASSES OF OCCUPATIONS.	LITERATE			ILLITERATE			AGGREGATES		
	1885	1895	Increase (+), or De- crease (-), in 1895 as Compared with 1885	1885	1895	Increase (+), or De- crease (-), in 1895 as Compared with 1885	1885	1895	Increase (+), or De- crease (-), in 1895 as Compared with 1885
THE STATE.	69,675	118,323	+48,648	25,255	35,175	+9,920	94,930	153,498	+58,568
Government, . . .	201	661	+460	31	112	+81	232	763	+531
Professional, . . .	982	1,707	+725	86	110	+24	1,068	1,817	+749
Domestic service, . .	1,645	2,927	+1,282	208	254	+51	1,848	3,181	+1,333
Personal service, . .	1,817	4,450	+2,632	429	1,082	+653	2,246	5,491	+3,245
Trade, . . .	5,317	9,642	+4,325	1,193	1,378	+185	6,510	11,020	+4,510
Transportation, . . .	5,478	9,790	+4,312	2,305	2,091	-214	7,783	11,881	+4,098
Agriculture, . . .	5,949	2,864	-3,085	3,190	918	-2,272	9,139	3,282	-5,857
The Fisheries, . . .	1,888	3,801	+1,913	864	1,115	+251	2,742	4,416	+1,674
Manufactures, . . .	40,886	59,912	+19,026	11,438	14,717	+3,279	51,824	74,629	+22,805
Mining, . . .	425	924	+499	270	339	+69	695	1,263	+568
Laborers, . . .	5,463	22,422	+16,959	5,253	13,091	+7,838	10,716	35,513	+24,797
Apprentices, . . .	124	224	+100	3	18	+15	127	242	+115

Considering the aggregate columns for analytical purposes, we find in 1885 the number of aliens engaged in productive industries in this Commonwealth was 94,930; in 1895 this number had swelled to 153,498, an increase of 58,568. Of this increase the manufacturing industries absorbed 22,805, while those classified as day laborers had 24,797 additions during the decade named; or, in other words, 47,602 out of 58,568, or 81.28 per cent, were added to the two classes of occupations given.

In 11 of the 12 classes considered there were increases; in the other, Agriculture, there was a decrease shown, the number of aliens employed therein falling from 9,139 in 1885 to 3,282 in 1895, a decrease of 5,857.

The figures herewith presented would seem to supply valuable information in connection with the question of the restriction of immigration. One cannot look at the results shown in the preceding tables without feeling that although great increases in population may gratify our national pride, it is well to look below the surface and learn the character of these additions, and thus avoid regarding our industrial conditions with too much self-complacency.

If it is a good thing to be a citizen, meaning by that a good citizen, and if good citizens are the bulwarks of the State, surely the bulwarks are not in the best possible condition if out of all its male industrial workers 19 in every 100 are persons of foreign birth who have not as yet become citizens. Their interests, so far as shown, are commercial rather than political, and it is only from those politically affiliated with the community that we have a right to expect demonstrations of patriotism. It may be, and it is probably true that the great proportion of the aliens in this Commonwealth have a high regard for the State and for its institutions, and if they were imperiled, would rally to their defence.

But a standard has been set up in the naturalization laws of the United States, and taking them as a basis, we have no right to consider the men of foreign birth, no matter from what country they come, as politically affiliated, until they have conformed to those laws. And until they do conform to them, they are not "adopted citizens," although by

courtesy they are usually called such. They are simply "sojourners in a strange land," which they have visited for personal reasons—usually pecuniary gain. Whether their industrial or social status should be rendered other than it now is by legislation is a question for the law-makers and not for this Bureau to decide. We have given the fact—have painted the picture—and it surely is one in which radical changes in the line of improvement are needed.

IMMIGRATION ACT OF THE UNITED STATES.

Congress on March 3, 1903, approved an Act codifying and amending existing legislation with respect to the immigration of aliens into the United States. Some important changes are made restricting immigration. The new Act raises the head tax on all passengers not citizens of the United States from one dollar (\$1) to two dollars (\$2), but exempts citizens of Canada, Cuba, and Mexico from the payment of such tax. It also extends the liability for payment of this tax; it previously applied to passengers arriving by steam or sailing vessels from a foreign port to any port within the United States. In addition to these passengers, the new law makes the head tax applicable to persons coming by any railway or other mode of transportation, from foreign contiguous territory to the United States. This tax is not to be levied upon aliens in transit through the United States, nor upon aliens who have once been admitted to the country and have paid the head tax. The money collected from the per capita tax is paid into the United States Treasury and constitutes a permanent appropriation called the "immigrant fund." This is used under the direction of the Secretary of the Treasury to defray the expense of regulating the immigration of aliens into the United States.

As to the classes of aliens whose entry into the United States is prohibited, the law of 1903 adds certain persons, including epileptics and persons who have been insane within five years previous, and to persons who have had two or more attacks of insanity at any time; professional beggars; anarchists; etc. We quote the section of the law relating thereto in full:

That the following classes of aliens shall be excluded from admission into the United States: All idiots, insane persons, epileptics, and persons who have been insane within five years previous; persons who have had two or more attacks of insanity at any time previously; paupers; persons likely to become a public charge; professional beggars; persons afflicted with a loathsome or with a dangerous contagious disease; persons who have been convicted of a felony or other crime or misdemeanor involving moral turpitude; polygamists, anarchists, or persons who believe in or advocate the

overthrow by force or violence of the Government of the United States or of all government or of all forms of law, or the assassination of public officials; prostitutes, and persons who procure or attempt to bring in prostitutes or women for the purpose of prostitution; those who have been, within one year from the date of the application for admission to the United States, deported as being under offers, solicitations, promises or agreements to perform labor or service of some kind therein; and also any person whose ticket or passage is paid for with the money of another, or who is assisted by others to come, unless it is affirmatively and satisfactorily shown that such person does not belong to one of the foregoing excluded classes; but this section shall not be held to prevent persons living in the United States from sending for a relative or friend who is not of the foregoing excluded classes: *Provided*, That nothing in this Act shall exclude persons convicted of an offence purely political, not involving moral turpitude: *And provided further*, That skilled labor may be imported, if labor of like kind unemployed cannot be found in this country: *And provided further*, That the provisions of this law applicable to contract labor shall not be held to exclude professional actors, artists, lecturers, singers, ministers of any religious denomination, professors for colleges or seminaries, persons belonging to any recognized learned profession, or persons employed strictly as personal or domestic servants.

The new Act extends the period within which persons landed in violation of the law, or who shall become public charges, are to be deported to two years, and in some cases to three years; previous law restricted time of deportation to one year. Sections 20 and 21 relating to this subject are quoted:

SEC. 20. That any alien who shall come into the United States in violation of law, or who shall be found a public charge therein, from causes existing prior to landing, shall be deported as hereinafter provided to the country whence he came at any time within *two* years after arrival at the expense, including one-half of the cost of inland transportation to the port of deportation, of the person bringing such alien into the United States, or, if that cannot be done, then at the expense of the immigrant fund referred to in section one of this Act.

SEC. 21. That in case the Secretary of the Treasury shall be satisfied that an alien has been found in the United States in violation of this Act he shall cause such alien, within the period of *three* years after landing or entry therein, to be taken into custody and returned to the country whence he came, as provided in section twenty of this Act, or, if that can not be so done, at the expense of the immigrant fund provided for in section one of this Act; and neglect or refusal on the part of the masters, agents, owners, or consignees of vessels to comply with the order of the Secretary of the Treasury to take on board, guard safely, and return to the country whence he came any alien ordered to be deported under the provisions of this section shall be punished by the imposition of the penalties prescribed in section nineteen of this Act.

LABOR DAY.

Labor Day is so closely associated with organized labor that to show how the observance of the holiday has spread throughout the United States and how its importance has increased year by year is indeed to show the growth and power of trade unionism. It gives the opportunity to labor organizations in all sections of the country to demonstrate their

strength and the progress of their forces. The celebration of the day generally consists of a street parade in which the unionists participate with the insignia of their different trades, and public meetings. At these meetings, the efforts of the unions throughout the year are reviewed, changes that have been made in wages and hours discussed, and suggestions made to be acted upon during the next year to uplift the condition of the laboring classes.

The idea of setting aside a day for the sole purpose of the working people originated with the Central Labor Union of New York in 1882. The annual parade which the body held in September of that year was looked upon with much favor, and agitation was at once started towards having a celebration one day each year, the same to be known as Labor Day. In 1883, the labor organizations of New York chose the first Monday in September for their holiday, and in the following year it was voted by the combined labor forces to have this day set apart for their annual demonstration.

The matter of legalizing Labor Day was subsequently brought to the attention of the legislature, New York being the first State in the Union to have a bill introduced on this subject. It did not become a law until May 6, 1887, being outranked in the passage of the measure by Oregon (Act approved February 21, 1887), Colorado (Act approved March 15, 1887), and New Jersey (Act approved April 8, 1887). Massachusetts was the fifth State to enact the law, May 11, 1887.

The observance of the day rapidly spread throughout the country and States followed in quick succession in legalizing the holiday, until up to the present time only a few States have not passed a law upon this subject. In 1894, by Act of Congress, approved June 28, the District of Columbia was granted the holiday.

The following statement shows the States setting apart the first Monday in September for the observance of Labor Day and also the year of acceptance of the Act, in chronological order.

In 1887, Oregon (the original law legalized the first Saturday in June but the Act of 1893 repealed the former law and made the first Monday in September the legal holiday), Colorado, New Jersey, New York, and Massachusetts; in 1889, Connecticut and Nebraska; in 1890, Iowa and Ohio; in 1891, Maine, Washington, Kansas, Indiana, Tennessee, New Hampshire, Illinois, Georgia, and South Carolina; in 1892, Virginia, Utah, and Alabama; in 1893, Texas, Delaware, Minnesota, Wisconsin, Florida, Michigan, California (original law set apart the first Monday in October but Act of February 23, 1897, specified the first Monday in September), and Rhode Island; in 1895, Montana and Missouri; in 1898, Vermont; in 1899, North Carolina (original law stated the first Thursday in September but was changed to first Monday in September by law passed January 23, 1901), and West Virginia; in 1902, Arkansas and Kentucky.

The legislature of Pennsylvania originally set apart (April 25, 1889) the first Monday in September but the observance of the day was changed by a law passed May 31, 1893, which made the first Saturday in September the legal holiday.

In Louisiana (the Parish of Orleans) the twenty-fifth of November is celebrated by Act approved July 7, 1892.

In the territory of New Mexico, as well as in the State of Maryland, Labor Day has not been legalized by specific action of the legislatures but it has been the custom for several years for the governors to issue a proclamation declaring the first Monday in September a legal holiday to be observed as Labor Day. In Wyoming, while a day has not been set apart by law, yet the first Monday in September is observed as labor's holiday. Labor Day is generally observed as a holiday in Arizona, although not made so by law.

It will be seen from the foregoing summary that the legalization of Labor Day has been almost general throughout the United States. There are but seven States that have not secured enactments on the subject; they are: Idaho, Maryland, Mississippi, Nevada, North Dakota, South Dakota, and Wyoming. The District of Columbia has passed the measure, and the territories of Arizona and New Mexico and the State of Maryland annually observe the holiday, although not by legislative action.

LABOR LEGISLATION IN 1903.

In this article we give a resumé of the bills introduced in the Legislature of 1903 pertaining directly or indirectly to labor. The text of the labor laws of the present year will be published in full in the Labor Chronology to be issued in the fall. During the session over 90 petitions and bills relating to labor were introduced in the Legislature, many of which pertained to the same subject and were almost identical in nature. We have classified the bills under subject-heads and have shown the disposition of such as claimed the attention of the legislative body.

It will be seen that a large number of the measures were given leave to withdraw or were referred to the next General Court. Fourteen bills were referred to the committee for investigation of labor matters, which reports its findings to the next General Court; nine of the bills became laws in addition to the five resolves relative to the textile schools. Two labor bills were vetoed by the Governor, one being that regulating the hours of labor for firemen in cities of more than 40,000 population; the other was the bill constituting eight hours a maximum day's work for public employés.

It may be stated here that the classification in the following summary is entirely arbitrary, also that the disposition of some of the bills is subject to slight revision owing to the fact that the final legislative bulletin is not yet completed.

Assignment of Wages. Three petitions introduced with bills covering assignments of wages and future earnings and loans on personal property. Leave to withdraw.

Corporations. Committee on Revision of Corporation Laws (appointed 1902) reported to the House a bill relative to business corporations. This bill was amended and became a law in June.

Corporations and Employés. To define and regulate respective rights. Referred to committee on relations between employers and employés.

Discharge of Employés. Relative to discharging and prohibiting blacklisting. Rejected in House.

Employers and Employés. Ten House bills and four Senate bills introduced during session of 1903 referred to a committee for investigation. [This committee was appointed to revise the laws concerning the legal relations between employers and employés (resolve).] Became a law June 5.

Employers' Liability. Seven petitions introduced relative to actions against employers for injuries. Referred to committee on relations between employers and employés. — Resolve recommending the passage by Congress of the Lodge Employers' Liability Bill. Ought not to pass.

Employés' Death Benefits. Relative to payments on account of deaths of employés of the city of Boston (committee reported second bill). Became a law June 22.

Employment under Civil Service. Relative to tenure of employment under civil service. Leave to withdraw. — To abolish application of civil service laws to laborers. Ought not to pass. — Relative to employment in the civil service; new bill substituted. Rejected in Senate.

Employment on Election Day. Four petitions with bills to prohibit employment during certain hours on election day. Three were given leave to withdraw, and one ought not to pass.

Employment of Unemployed. To authorize additional work upon State highways in times of industrial distress. Leave to withdraw. — Relative to the employment of the unemployed. Leave to withdraw. — To provide for the establishment in cities and towns of emergency funds for the employment of labor in times of business depression. Next General Court.

Employment of Women and Minors. Twelve petitions with bills relating to the employment of women and minors in manufacturing or mechanical establishments; requiring the posting of time tables in mercantile establishments; and relative to the employment of minors during school vacations were introduced. Six were given leave to withdraw, four rejected in the Senate, and two referred to the next General Court.

Free Employment Bureaus. Two petitions with bills introduced to provide for the establishment of free employment offices in certain cities. These were referred to the next General Court and a petition to direct the Bureau of Statistics of Labor to report as to the expediency of establishing free employment offices. Became a law in May.

Hawkers' and Peddlers' Licenses. Relative to granting licenses to certain soldiers and sailors. Became a law in June.

Hours of Labor (other than Women and Minors). To establish office hours in departments of the State government. Became a law in April. — Relative to fire department of the city of Boston and to authorize Boston's city council to regulate hours of service for fire department employés. Leave to withdraw. — Regulating hours of labor for firemen in cities of more than 40,000 inhabitants. Vetoed by Governor May 19. — Providing for additional commissioner to further the adoption by the States of a uniform eight-hour law. Next General Court. — Relative to hours of labor of employés of county jails and houses of correction. Leave to withdraw. — Six petitions

with bills introduced to constitute eight hours a maximum day's work for public employés; these were consolidated into one bill. Vetoed by Governor in June. — Relating to hours of labor of railroad employés was given leave to withdraw but Senate substituted bill and then rejected same. — Regulating hours of labor of nurses and attendants in hospitals and asylums. Leave to withdraw. — Reducing the hours of labor of motormen. Leave to withdraw. — Constituting eight hours maximum day's work for watchmen and turnkeys in the State prison and Concord Reformatory. Ought not to pass.

Injunctions. Regulating the manner of granting injunctions in labor matters; limiting the meaning of the word "conspiracy" and the use of restraining orders; and relating to injunctions and suits of equity. Referred to committee on relations between employers and employés.

Labor Unions. Relative to registration of insignia, ribbons, rosettes, or buttons. Became a law April 29.

Licensing Barbers. Three petitions with bills introduced. One to provide for licensing barbers and two to establish a board of examiners for barbers and to regulate the management of barber shops. Rejected in House.

Licensing Engineers. Repealing Acts providing for licensing of engineers and firemen of stationary engines and boilers. Leave to withdraw.

Pensioning of Employés. Authorizing city of Boston to pension certain employés (two bills). Leave to withdraw. — Relative to pensioning members of Boston Police department (committee reported second bill). Next General Court. — Relative to the further extension of the pension system in the Boston Police department. Became a law May 5. — Relative to pensioning firemen in cities; authorizing the retirement of the employés of the Commonwealth; authorizing cities to establish death benefits and retirement funds for their employés; and relating to the pensioning of war veterans who are officials or employés of the county of Suffolk or the city of Boston were severally given leave to withdraw. — Relative to pensioning employés of the city of Boston and relative to the pensioning of war veterans who are members of the police force of the city of Boston, each reported ought not to pass.

Restriction of Aliens. To preclude from certain occupations persons who do not declare an intention of becoming citizens. Leave to withdraw.

Shoe Manufacture. Order introduced as to feasibility of establishing industrial schools to instruct persons in the manufacture of shoes. No legislation necessary.

Strikes and Lockouts. Allowing peaceful communications with applicants for positions during labor disputes (committee reported second bill). Rejected in Senate. — Regulating advertisements and solicitations for employés during strikes and lockouts. Rejected in House. — Defining rights of employer and employé in labor disputes. Next General Court.

Textile Schools. Resolves in favor of the Lowell Textile School, New Bedford Textile School, and Bradford Durfee Textile School of Fall River. These resolves became laws March 16. — Resolve providing for completion of a building for the use of the Bradford Durfee Textile School. Became a law April 30. — Resolve in favor of the Lowell Textile School. Became a law in April.

Unsafe Labor Appliances. Relative to use by painters of ropes, ladders, and other appliances. Leave to withdraw.

Use of Fans or Blowers. Requiring use of fans or blowers where wheels composed partly of emery or buffing wheels or emery belts are used (committee reported second bill). Amended in Senate and became a law in June.

Wages. Relative to pay of laborers employed by Metropolitan Park Commission. Next General Court. — Relative to payment of textile factory operatives. Rejected in Senate. — Relative to payment for overtime work by the employés of the city of Boston. Leave to withdraw.

QUARTERLY RECORD OF STRIKES.

Considering the number of strikes and lockouts which took place in Massachusetts during the second quarter of 1903, we find there were a total of 82, by months as follows: April, 28; May, 38; and June, 16. The number of strikes, although larger than that for the preceding quarter, is considerably smaller than for the corresponding quarter in 1902. There were several general strikes during the quarter under review which affected many establishments and more than one city or town. These we have considered in each instance as one strike.

The causes of the strikes were many and varied, but we give in the following table a condensed statement of the causes, together with the results:

CAUSES.	RESULTS					Total Strikes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	5	9	10	2	9	35
Hours,	1	1	1	-	-	3
Wages and hours,	4	1	1	-	4	10
Wages, hours, and recognition of union,	1	2	2	-	-	5
Against employment of non-union men,	2	-	-	1	5	8
Other causes,	6	1	8	2	4	21
TOTALS,	19	14	23	5	22	82

It will be seen that a large percentage of the strikes was caused by enforcement of demand for increase in wages or against reduction in wages. Wages alone, hours alone, and wages and hours combined constituted the cause of 53 strikes, or 64.63 per cent of the total number occurring during the three months.

In the following statement are given the cities and towns wherein the strikes took place, together with the number of disputes occurring in each: Boston, 16; Springfield, eight; Lynn, six; Fall River, four; Haverhill, Lowell, Salem, and Worcester, three each; Brockton, Greenfield, Holyoke, New Bedford, North Attleborough, Spencer, Waltham, and Westfield, two each; and Beverly, Cambridge, Chelmsford, Chicopee, Everett, Gardner, Gloucester, Lawrence, Malden, Mansfield, Middleborough, North Adams, Peabody, Pittsfield, Quincy, Somerville, Swampscott, Warren, Watertown, and Woburn, one each.

The industries and classes of workmen involved in the disputes, together with the number of disagreements in each case, follow: Building

trades employés, 29 ; laborers and teamsters, seven each ; bakers, bridge and structural iron workers, cotton goods operatives, and metal workers, four each ; boot and shoe operatives, three ; coal handlers, two ; wood, wire, and metal lathers, artificial stone and asphalt workers, hoisting engineers, marine engineers, clothing employés, mattress makers, quarry workers, hosiery workers, cutlery workers, woollen goods operatives, jewelry workers, leather employés, butcher workmen, carpet weavers, wooden goods employés, employés on firearms, machinists, and starch workers, one each.

Reviewing the duration of strikes and lockouts, we find that in four instances, involving 56 employés, strikers' places were immediately filled. In 20 instances, involving nearly 3,000 employés, the strikes were pending or the duration was not stated. Three strikes lasted less than one day, and involved 113 workmen ; 11 strikes lasted one day, and involved four workmen ; three strikes lasted two days and involved 140 workmen ; in five instances the dispute lasted three days, involving 85 employés ; in two instances, five days, involving 150 employés ; in four instances one week, 724 employés ; in one instance, 11 days, 12 employés ; in two instances, two weeks, 700 employés ; in one instance, 13 days, 150 employés ; in one instance, 17 days, 150 employés ; in two instances, three weeks, 230 employés ; in one instance, 27 days, 15 employés ; one strike lasted four weeks and three days and involved 50 workmen ; one lasted five weeks, involving 78 workmen ; one lasted six weeks and five days, involving 60 employés ; one, eight weeks and five days, involving 300 employés.

In the aggregate, the number of persons involved in 38 of the strikes was about 3,250, the working-days lost on account of these strikes being about 45,700.

Among the important strikes occurring during the quarter were those of the artificial stone and asphalt workmen in Boston, involving about 600 ; the strike of 300 shoe operatives employed by Field Bros. & Gross Co., of Brockton (which lasted over two months) ; the general strike of carpenters in Brockton ; the strike of 600 quarry workers employed in the Chelmsford and Westford quarries ; the general strike of the North Shore carpenters, involving over 800 journeymen ; the general strike of carpenters in Waltham, Watertown, and Newton, and the paper makers' strike in Holyoke which was pending at the close of the quarter.

The strike of textile workers of Lowell was officially declared off during this quarter, after 12 weeks' duration. In February, the Textile Council demanded 10 per cent increase in wages which the mill agents refused to grant, claiming that they could not afford to do so. Conferences were held, but no progress was made toward an amicable settlement of the difficulty. The State Board of Conciliation and Arbitration, having been notified of an impending strike, held interviews with the Mayor and Board of Trade, and joint conferences were held with the agents of

the seven corporations and representatives from the Textile Council. Attempts at conciliation failed, and on March 28 the Textile Council notified the Lowell Cotton Manufacturers Association of the unanimous vote of the Council to strike, it being their intention to cease work at noon on Saturday, March 28, unless the mill agents decided to grant the increase, the same to go into effect on the following Monday, March 30. Notices were posted by the mill agents before noon on Saturday that the mills would close for an indefinite period, about 13,000 operatives thus being thrown into idleness. In the case of one corporation, employing 3,500 persons, only a small number were involved in strike; they soon returned to work or their places were filled.

On April 6, the Legislature adopted an order directing the State Board of Conciliation and Arbitration to make an investigation of the textile strike. Public hearings were given at the City Hall in Lowell for one week beginning April 9. Representatives of both parties to the controversy appeared, as well as the public interested. For purpose of investigation, the treasurers of the seven corporations involved offered to submit their books to the Board and to experts. As previously stated, the manufacturers claimed that they could not afford to grant increase demanded, while the counsel for the operatives introduced no evidence, as they claimed that it had been conceded in previous joint conferences that general prosperity was being enjoyed throughout the country and that higher wages were being paid in like manufacturing in Fall River and New Bedford. An inspection of the mills in question was made by the State Board and by an expert who reported his findings to the Board. After the investigation by the Board a report was submitted to the Governor on April 22, who, on the same day, transmitted it to the Legislature. The finding of the Board was that the mills involved, with the exception of one, could not afford to grant the increase in wages.

The mills remained closed until June 1, when they reopened to operatives who wished to return at the old rates of wages, it being understood that no change was to be made in wage schedule. It was estimated that within two weeks about 70 per cent of the mill hands had returned. On June 21, the Textile Council, by unanimous vote of the 14 unions affiliated, declared the strike off. The mill agents agreed to take back as many operatives as were needed and that no discrimination should be made against the strikers except in the case of a few persons regarded by mill managers as in opposition to their interests, but under no circumstances would any of the employés who had filled the places of strikers acceptably be discharged to make room for returning operatives.

STATISTICAL ABSTRACTS.

Illiteracy in Boston.

In considering the number of illiterates in the city of Boston, it may be well to state what has been covered by that term. The question of illiteracy as considered by the Twelfth United States Census was applicable only to persons 10 years of age and over; the test of literacy was based upon the ability to read and write not necessarily in the English language but in the language ordinarily spoken by the individual. The following table shows the number of illiterates, in 1900, by sex, color, and general nativity:

COLOR AND GENERAL NATIVITY.	Males	Females	Both Sexes
BOSTON.			
Total white,	8,664	14,656	23,320
Native white, native parentage,	8,001	14,133	22,134
Native white, foreign parentage,	72	93	165
Foreign white,	151	261	412
Colored,	7,778	13,779	21,557
Colored,	663	523	1,186

It will be seen that the total illiterates numbered 23,320; of these 22,134 were white and 1,186 were colored. As to the degree of illiteracy, of the whole number specified 2,695 could read but could not write, while 20,625 could neither read nor write.

The following statement shows, by color and general nativity, the increase or decrease in the number of illiterates in 1900 as compared with those of 1890:

COLOR AND GENERAL NATIVITY.	INCREASE (+), OR DECREASE (-), IN 1900 AS COMPARED WITH 1890	
	Number	Percentages
Total white,	+1,970	+9.77
Native white (native parentage),	-101	-37.97
Native white (foreign parentage),	-81	-16.43
Foreign white,	+2,152	+11.09
Colored,	+179	+17.78
TOTAL,	+2,149	+10.15

The percentage of total increase in illiteracy in 1900 as compared with 1890 was 10.15, as will be seen from the table. There were large decreases in the native white, native parentage, as well as in the native white, foreign parentage. The increase in illiteracy of the foreign white population was 11.09 per cent, while the percentage of increase for the colored element was 17.78. These increases in illiteracy seem excessive, but it must be borne in mind that the increase in the total population of these elements was very large. The increase in the foreign white population of Boston, 10 years of age and over, in 1900 against 1890 was 25.59 per cent. The colored population of the city, 10 years of age and over, increased 50.20 per cent in 1900 as compared with 1890.

The relative proportion of illiterates among the native white (native parentage), native white (foreign parentage), foreign white and colored elements of Boston for the Census years 1890 and 1900 are shown in the following table:

COLOR AND GENERAL NATIVITY.	1890		1900	
	Number	Percentages	Number	Percentages
Total white,	20,164	5.53	22,134	4.99
Native white (native parentage),	266	0.23	165	0.14
Native white (foreign parentage),	403	0.50	412	0.31
Foreign white,	19,405	12.77	21,557	11.30
Colored,	1,007	13.56	1,186	10.63
TOTALS,	21,171	5.69	23,320	5.13

A review of the table shows that the largest proportion of illiterates is included in the foreign white and colored population.

The total illiterates of Boston in 1900 comprise 5.13 per cent of the total population of Boston 10 years of age and over. Boston is outranked by many cities in the Commonwealth, as to amount of illiteracy. The cities having the largest number of illiterates are Fall River, with 14.9 per cent, followed by New Bedford, with 12.2 per cent, and Holyoke, with 11.4 per cent.

Three Professions in Massachusetts.

The following table gives the number of lawyers, physicians and surgeons, and clergymen for the principal cities of Massachusetts and for the State in 1900:

CITIES, AND THE STATE.	Lawyers	Physicians and Surgeons	Clergymen
Boston,	1,008	1,816	677
Brockton,	33	73	45
Cambridge,	194	163	137
Chelsea,	30	47	37
Fall River,	40	100	92
Fitchburg,	27	50	30
Gloucester,	21	24	22
Haverhill,	39	57	49
Holyoke,	29	57	29
Lawrence,	41	90	57
Lowell,	89	146	91
Lynn,	58	137	66
Malden,	60	74	45
New Bedford,	45	94	63
Newton,	114	90	91
Salem,	38	48	38
Somerville,	66	102	65
Springfield,	84	163	82
Taunton,	31	49	31
Worcester,	135	236	140
Other cities and towns,	1,277	1,881	1,850
THE STATE,	3,459	5,497	3,737

Conjugal Condition — Massachusetts.

In considering this subject we have not included the population of the State under 10 years of age. The total number of single people in Massachusetts, in 1900, was 1,020,758, or 45.03 per cent of the total population of the State 10 years of age and over. The married persons numbered 1,063,937, or 46.49 per cent; the widowed, 176,545, or 7.79 per cent; the divorced, 6,381, or 0.28 per cent, while the unknown numbered 9,427, or 0.41 per cent.

Considering the conjugal condition of the males, we find there were 511,318 single, or 46.53 per cent of the total male population included. The married males

numbered 529,015, or 48.20 per cent; the widowed, 48,369, or 4.41 per cent; the divorced, 2,451, or 0.22 per cent. In 6,433 cases, or 0.60 per cent, the conjugal condition of the males was unknown.

The females who were single numbered 509,445, or 43.56 per cent of the total female population of the State considered; the married females numbered 524,922, or 44.88 per cent; the widowed, 128,176, or 10.96 per cent; the divorced, 8,980, or 0.34 per cent; the unknown, 2,994, or 0.26 per cent.

It may be noted from the foregoing figures that the variation between the males and females, single and married, is but slight, while the widowed and divorced show larger differences. The number of widows in the State exceeds the number of widowers by 6.55 per cent. The number of women who are divorced is 0.12 per cent greater than the number of divorced men.

Productive Population in Massachusetts.

The number of persons in Massachusetts engaged in gainful occupations in 1900 was 1,208,491, or 53.81 per cent of the total population of the State 10 years of age and over. Of this number, there were 879,458 males, or 80.13 per cent of the total males 10 years of age and over; the females gainfully employed numbered 329,033, or 28.14 per cent of the total female population 10 years of age and over. Of the total number of persons productively employed, the males constituted 72.77 per cent, and the females 27.23 per cent.

Class of Immigrants in 1902.

The number of immigrants arriving in the United States during the fiscal year 1902 was 648,743, of which number 466,369 were males and 182,374 were females. In the aggregate 74,063 were under 14 years of age, 539,264 were from 14 to 45 years, and 35,426 were 45 years and over. Illiteracy was considered only for those 14 years of age and over. It was reported that there were 2,917 persons who could read but could not write and 162,188 who could neither read nor write, making a total of 165,106, or 25.45 per cent, illiterates arriving in 1902. The people contributing the greatest amount of illiteracy were the Italians with 48.64 per cent of the total number of illiterates, followed by the Poles with 14.81 per cent. The persons bringing \$30 or over with them into this country numbered 77,355, while 413,705 persons brought less than \$30. The average amount brought per immigrant was about \$16. Occupations were applicable to the immigrants in 495,584 cases. Of this number, 323,241 were laborers and 69,913 were personal and domestic servants. It will be readily seen that these two classes of unskilled labor represented nearly 80 per cent of the total persons having occupations. The various races contributing to the alien immigration in 1902 were as follows: Italian, 180,535; Polish, 69,620; Hebrew, 57,688; Scandinavian, 55,780; German, 51,686; Slovak, 36,934; Croatian and Slovenian, 30,233; Irish, 29,001; Magyar, 23,610; English, 14,942; Japanese, 14,456; Finnish, 13,868; and all others, 70,391. Those who had been in the United States before numbered 61,595. The number of immigrants debarred from landing in 1902, together with the causes, are given in the following tabular statement:

CAUSES.	Sea-ports	Over-land	Total
Idiots,	7	10	17
Insane,	27	15	42
Paupers, or likely to become public charges,	3,944	3,837	7,781

CAUSES.	Sea-ports	Over-land	Total
Loathsome or contagious diseases,	709	516	1,225
Convicts,	9	5	14
Assisted immigrants,	-	15	15
Women for immoral purposes,	3	10	13
Contract laborers,	275	788	1,063
Without certificates,	-	241	241
TOTALS,	4,974	5,437	10,411

Report of Commissioner-General of Immigration of the United States, 1902.

Emigration from Italy to the United States.

Of 648,743 immigrants reaching the United States during the fiscal year 1901-02, 178,372, or 27.50 per cent, were Italian (145,729 males and 32,643 females) as against 135,996 Italian immigrants arriving during the year 1900-01. Of the number for 1901-02, 165,631 landed at New York, 84,099 of them (50.77 per cent) settling in the State of New York, 32,892 (19.86 per cent) in Pennsylvania, and 8,699 (5.23 per cent) in Massachusetts; 17,711 (10.69 per cent) were under 14 years of age, 135,571 (81.85 per cent) between 14 and 45 years, and 12,349 (7.46 per cent) over 45 years; 111,188 (67.13 per cent) were unskilled laborers, 19,559 (11.81 per cent) skilled laborers, 494 (0.30 per cent) engaged in the liberal professions, and for 34,890 (20.76 per cent) no occupation was stated. Of the total number of Italians emigrating to this country, 2,213 (1.32 per cent) were not allowed to enter, 2,020 being debarred as paupers, 98 under the contract labor law, 85 on account of contagious diseases, four on account of insanity, and six as ex-convicts. Of the immigrants over 14 years of age, 71,996 were illiterate. — *Bollettino dell' Emigrazione, Rome, 1902, No. 11.*

Citizenship — Japanese.

Japanese are not entitled to become citizens of the United States, according to the decision of the Supreme Court of Washington in the Matter of Yamashita.

Compulsory Education — Rights of Parents.

A statute requiring the compulsory education of children was held not to infringe the right of parents, in the case of *The State v. Bailey*, recently decided by the Supreme Court of Indiana.

Labor Laws of Porto Rico.

We give in full some of the labor laws of Porto Rico, enacted in 1902. In addition to the acts quoted, labor legislation was passed upon the liability of employers for injuries to employes, protection of employes as voters, enforcement of contracts of employment, examination and licensing of plumbers, etc.

Employment of Children. Section 166. No child of either sex, under 16 years, shall be compelled to work in agricultural factories and manufacturing establishments over six hours per day, three in the morning and three in the afternoon. All persons who shall violate this provision shall be fined in a sum of from five to fifteen dollars, or imprisonment not to exceed thirty days for each offence.

Sec. 167. No foreman, teacher or other person having under his charge the work, care or education of a minor under sixteen years of age, shall resort to inhumane treatment to compel such minor to work or to study. Any violation of the provisions hereof shall

be punished with a fine of from five to fifteen dollars, or imprisonment not to exceed thirty days for each offence.

Labor Combinations not Unlawful. Section 553. The orderly and peaceable assembling or co-operation of persons employed in any calling, trade or handicraft, for the purpose of obtaining an advance in the rate of wages or compensation, or of maintaining such rate, shall not be unlawful, nor shall it be unlawful for such persons to organize trade or labor assemblies or unions for the purpose of bettering the mental and material condition of the members thereof by lawful peaceable means.

Hours of Labor upon Public Works. Section 624. No laborers shall be compelled to work more than eight hours per day, and they shall be, if possible, residents of the municipality.

Organized Labor in Hawaii.

No attempt to organize labor into unions affiliated with those of the States appears to have been made in Hawaii until about the time of annexation. The journeymen plumbers are said to have been the first to form a union, and they were rapidly followed by the carpenters, painters, machinists, electric fitters, and a number of other urban trades. Sugar workers are not organized, probably because so few unions exist in this industry in the States. For a time there was an association of the different trades called the Building Trades Council, which had technically ceased to exist in the autumn of 1902, though the former officers retained their titles pending some action to revive the organization. In the fall of 1901, when there were many outside workmen in Honolulu and a Labor Day celebration was projected, an unsuccessful attempt was made to form a "Hawaiian Amalgamated Confederation of Labor." These are the only attempts to federate organized labor in Hawaii that have been made to date. The membership of the unions has declined rapidly during the past year, partly because of the shifting character of the white working population and partly because there has been a decided decrease in the number of white mechanics, especially in the building trades, residing in Honolulu. Hawaiians and Portuguese do not generally belong to workmen's organizations, though they are eligible to membership. The Sailors Union of the Pacific has a branch at Honolulu and there is a Masters and Pilots' Association among the officers of the local steamship companies. Mutual benefit and fraternal associations having for their prime motive the assistance of needy members do not thrive in the islands, inasmuch as there has hitherto been very little unemployment or want among the white working population. The trades unions are practically identical with those of the States in organization and management. They are branches of the general organizations and act under the supervision of the latter. — *Report on Hawaii, 1902. Commissioner of Labor, Washington, D. C.*

Slave Labor in the Philippine Islands.

Chap. 1369, Sec. 5. Neither slavery, nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist in said islands.

Sec. 74. The government of the Philippine Islands may grant franchises, privileges, and concessions, including the authority to exercise the right of eminent domain for the construction and operation of works of public utility and service, . . . Provided further,

That it shall be unlawful for any corporation organized under this act, or for any person, company, or corporation receiving any grant, franchise, or concession from the government of said islands, to use, employ, or contract for the labor of persons claimed or alleged to be held in involuntary servitude; and any person, company, or corporation so violating the provisions of this act shall forfeit all charters, grants, franchises, and concessions for doing business in said islands, and in addition shall be deemed guilty of an offence, and shall be punished by a fine of not less than ten thousand dollars.

Approved July 1, 1902, Acts of Congress.

Bureau of Statistics—Philippines.

The Bureau of Statistics of the Philippine Islands, created Sept. 19, 1900, by the United States Philippine Commission, is located in the city of Manila. The law reads that the Chief Statistician "shall superintend and direct the collection, compilation, and publication of such statistical information concerning the Philippine Islands as may be required by law, and shall perform his duties under the general supervision of the military governor." All information collected by the Bureau concerning the business of persons, firms, or corporations is strictly confidential; failure of this requirement being considered a misdemeanor, the punishment for which is a fine or imprisonment, or both. Every person more than 18 years of age, residing in the Islands is required, if requested to do so, by the Bureau or officials thereof, to give all information possessed by him or her. All persons refusing to do so are liable to penalty of a fine of \$100, or imprisonment for three months. All officers or managers of corporations or firms are obliged to give such information as the Bureau may see fit to request.

Strikes and Lockouts in Germany in 1902.

During the year 1902, 1,084 strikes were inaugurated in Germany. Of the strikes 470 (43.36 per cent) occurred in the building trades, 139 (12.82 per cent) in woodworking and cabinet making, and 106 (9.78 per cent) in textile industries, 16 industries being affected by the remaining 369 strikes. Full settlement was reached in 1,060 cases with 63,912 strikers, 228 strikes (8,529 strikers in 405 establishments) resulting in success, 597 (23,379 strikers in 1,103 establishments) in failure, and 235 (22,004 strikers in 1,929 establishments) in compromise. In the 3,437 establishments affected, 131,086 persons were employed, 21,138 of whom were under 21 years of age; 6,272 persons were forced into idleness; in 840 establishments business was entirely suspended while strike lasted. Of the 1,060 strikes, 663 were brought about by demands for changes in wages, 160 for changes in hours, and 237 by other demands; 111 strikes (10.47 per cent) lasted less than one day, 391 (36.39 per cent) from one to five days, 172 (16.23 per cent) from six to 10 days, 117 (11.04 per cent) from 11 to 20 days, 75 (7.08 per cent) from 21 to 30 days, 101 (9.53 per cent) from 31 to 50 days, 65 (6.13 per cent) from 51 to 100 days, and 23 (2.64 per cent) 101 days or more. Of the 51 lockouts occurring, 46 were settled during the year and affected 948 establishments employing 18,706 persons, of whom 1,907 were under 21 years of age; in 30 cases the lockouts were settled in favor of the employer, in nine cases in favor of the employees, and in seven cases compromises were effected. — *Streiks und Aussperungen im Jahre 1902, Berlin, 1903.*

PUBLICATIONS OF THE

BUREAU OF STATISTICS OF LABOR,

Now in print, and which will be mailed on receipt of amounts stated, the figures in parentheses indicating the cost of postage.

Statistics of Labor.

[Labor Chronology, which forms a Part of the Bureau Report each year, contains information relating to Hours of Labor, Wages, Trades Unions, and Labor Legislation. Subsequent to 1897, all available data relating to the Condition of Workingmen have also been included in the Chronology.]

1893. I. Unemployment; II. Labor Chronology (4 c.); cloth (13 c.).

1894. I. Compensation in Certain Occupations of Graduates of Colleges for Women (4 c.); II. Distribution of Wealth (9 c.); III. Labor Chronology (4 c.); cloth (13 c.).

1895. I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity (O. P.); II. Graded Weekly Wages, 1810-1891 (10 c.); III. Labor Chronology (4 c.); cloth (24 c.).

1896. I. Social and Industrial Changes in the County of Barnstable (6 c.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1897. I. Comparative Wages and Prices, 1860-1897 (4 c.); II. Graded Weekly Wages, 1810-1891 (9 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1898. I. Sunday Labor (5 c.); II. Graded Weekly Wages, 1810-1891 (12 c.); III. Labor Chronology (7 c.); cloth (21 c.).

1899. I. Changes in Conducting Retail Trade in Boston, since 1874 (4 c.); II. Labor Chronology (7 c.); cloth (11 c.).

1900. I. Population of Massachusetts, 1900 (O. P.); II. Co-operative Industrial Insurance (8 c.); III. Graded Prices, 1816-1891 (14 c.); cloth (26 c.).

1901. I. Labor Chronology, 1900 (4 c.); II. Labor Chronology, 1901 (4 c.); III. Prices and Cost of Living, 1872-1902 (4 c.); IV. Labor Laws (4 c.); cloth (13 c.).

Statistics of Manufactures.

[Each of these annual reports presents comparisons, for identical establishments, between two or more years as to Capital Invested, Goods Made, Persons Employed, Wages Paid, etc. The Industrial Chronology, which forms a Part of each Report, includes Industrial Chronology by Towns and Industries, Industrial Dividends, Stock Price Quotations, etc. Beginning with the year 1899, the Parts of the Annual Statistics of Manufactures are published separately.]

1892. I. Manufactures; II. Chronology. Cloth (17 c.).

1893. I. Manufactures; II. Chronology. Cloth (16 c.).

1894. I. Manufactures; II. Chronology. Cloth (12 c.).

1895. I. Manufactures; II. Chronology. Cloth (13 c.).

1896. I. Manufactures; II. Chronology. Cloth (11 c.).

1897. I. Manufactures; II. Chronology. Cloth (11 c.).

1898. I. Manufactures; II. Textile Industries; III. Chronology. Cloth (13 c.).

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No. 26, MAY, 1903. Trade and Technical Education in Massachusetts — Laws relating to Child Labor — Review of Employment and Earnings: Six months ending April 30, 1903 — Quarterly Record of Strikes — Recent Legal Labor Decisions — Statistical Abstracts (4 c.).

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LABOR BULLETIN

OF THE COMMONWEALTH OF

MASSACHUSETTS.

No. 28.



NOVEMBER, 1903.

CONTAINING :

ALIENS AND CITIZENSHIP.

INDUSTRIAL STUDIES — AGRICULTURE.

INDUSTRIAL AGREEMENTS.

PROPORTIONAL EARNINGS AND PRODUCTION.

REVIEW OF EMPLOYMENT AND EARNINGS.

QUARTERLY RECORD OF STRIKES.

LABOR LEGISLATION IN OTHER

STATES AND FOREIGN COUNTRIES.

RECENT LEGAL LABOR DECISIONS.

STATISTICAL ABSTRACTS.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

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MASSACHUSETTS LABOR BULLETIN.

No. 28.

NOVEMBER.

DEC 21 1903

ALIENS AND CITIZENSHIP.

The object of this article is to show the number of foreign born males 21 years of age and over, who, possessing suitable qualifications, have become naturalized voters, and the number of those who, although possessing these qualifications, have failed to comply with the naturalization laws of the United States. Incidentally is also shown the number of persons disqualified from becoming voters on account of illiteracy or the lack of proper length of residence in the country.

It was our intention in the preparation of this article to use the figures supplied by the United States Census of 1900, but upon examination of them we found that this would be impracticable. We append the figures given in the United States Census :

Foreign males 21 years of age and over, . . .	347,731
Naturalized,	151,285
Number who have taken out first papers, . . .	14,808
Aliens,	129,854
Unknown,	51,784

The great number of unknown, 51,784, precluded us from basing our tables upon the United States Census figures, and in their preparation we have relied upon the last State Census.

In order to fully understand the first table, a careful and thorough explanation of the meaning of the column heads is absolutely necessary.

The first column is headed, "Foreign Born Males 20 years of age and over." In the State Census the age period divisions were from 10 to 14, 15 to 19, 20 to 29, etc., there being none ending on 21 years, although, as is well known, that is the year when males become eligible as voters.

The second column includes those who had been in the United States six years or more, and in the third column is given the number of those resident in the United States for less than six years.

The fourth column, headed "Number Disqualified," includes, first, all non-voters who are not classified with the naturalized on account of being resident in the town in which enumerated less than six months,

or in the State less than one year; second, all illiterate aliens, and also aliens who have been in the United States less than six years; third, males just 20 years of age at the time of the enumeration; and fourth, paupers, convicts, and idiots, and those of unknown political condition, the number of these latter being very small comparatively.

The fifth column is headed, "Number of Eligible Citizens." By this heading is meant the number of foreign born males, being of suitable age, literate, and long enough resident in the United States to become eligible as citizens.

The sixth column shows the number of naturalized voters, and needs no particular explanation.

The seventh column, headed "Aliens who could become Voters but who have not," is evidently the difference between the figures contained in the fifth and sixth columns; the number of naturalized voters being subtracted from the number of eligible citizens, the difference is the number of aliens who could become voters, that is, obtain full citizenship, but who have failed to comply with the naturalization laws.

The left hand column, headed "Place of Birth or Descent," includes not only the foreign born males born in the country specified, and of such descent, but also those males born in other foreign countries whose parents or whose fathers were born in the country specified.

We now present the table, the composition of which we have endeavored to make plain to the reader.

PLACE OF BIRTH OR DESCENT.	Foreign Born Males 20 years of age and over	Resident in the United States 6 years or over	Resident in the United States less than 6 years	Number Disqualified	Number of Eligible Citizens	Number of Naturalized Voters	Aliens who could become Voters but have not	Percentages of Eligible Citizens who are Voters	Percentages of Eligible Citizens who are not Voters
THE STATE.	311,789	244,622	67,167	100,040	211,749	138,148	73,601	65.24	34.76
Ireland,	113,999	101,722	11,977	24,725	88,974	69,970	19,004	78.64	21.36
Canada French,	40,417	31,321	9,096	20,185	20,232	9,805	10,927	45.99	54.01
England,	33,866	28,146	5,710	6,086	27,170	18,166	9,004	66.86	33.14
Canada English,	15,862	11,197	3,665	4,287	11,075	6,359	5,716	48.59	51.61
Nova Scotia,	14,614	11,216	3,298	4,125	10,389	4,865	5,524	46.83	53.17
Sweden,	12,154	7,710	4,444	4,033	7,221	3,650	3,571	53.32	46.68
Italy,	9,659	4,448	4,411	6,112	2,947	1,097	1,850	37.22	62.78
Russia,	8,392	4,409	4,883	5,084	3,608	1,587	2,021	43.99	56.01
Scotland,	12,091	10,601	2,090	2,556	10,135	6,319	3,816	62.35	37.65
Germany,	14,519	12,003	2,216	2,880	11,639	8,649	2,990	74.31	25.69
Portugal,	5,964	4,120	1,844	3,026	2,038	956	1,082	46.91	53.09
Poland,	3,713	1,391	2,422	2,763	950	397	553	41.79	58.21
New Brunswick,	4,653	3,452	1,201	1,427	3,226	1,651	1,675	51.18	48.82
Newfoundland,	2,818	1,392	926	1,080	1,238	657	681	44.99	55.01
Prince Edward Island,	2,064	1,362	702	677	1,387	709	678	51.12	48.88
France,	2,088	1,995	493	627	1,461	788	673	53.94	46.06
Wales,	672	518	154	179	493	343	150	69.67	30.43
Other foreign countries,*	14,754	7,019	7,735	7,188	7,566	3,580	3,986	47.32	52.68

* Including unknown.

The whole number of foreign born males considered in the table is 311,789. Of these, 244,622 had been residents in the United States six years or over, while 67,167 had lived in the United States for less than six years. The disqualified numbered 100,040. Subtracting the number disqualified from the whole number of foreign born males leaves 211,749, being the number of eligible citizens. Of these, 138,148 had

become naturalized voters, leaving a total of 73,601 aliens who could become voters but have not.

Reduced to percentages, we find that the eligible citizens who have become voters represent 65.24 per cent of the whole number of foreign born males eligible as voters, while 34.76 per cent of the citizens who were eligible have not become voters.

The plan followed in analyzing the total line for the State should be applied to the line for each particular country. We will consider the presentation for Ireland. The number of foreign born males 20 years of age and over born in Ireland or of Irish descent was 113,699. Of these, 101,722 had lived in the United States six years or more, while 11,977 had lived in the United States less than six years. The number disqualified was 24,725. The number of eligible citizens, or foreign born males of Irish birth or descent eligible to become voters, was 88,974; of these, 69,970 had become voters, while 19,004 had failed to comply with the naturalization laws of the United States. In other words, 78.64 per cent had become naturalized, while 21.36 per cent of those eligible were still aliens.

Considering the last two columns of the table, devoted to percentages, in connection with each country specified in the table, we find that of the French Canadians eligible as voters, 45.99 per cent had become voters, while 54.01 per cent remained aliens; of those of English birth or descent, 66.86 per cent had become voters, while 33.14 per cent were still aliens; of the English Canadians, 48.39 per cent were voters and 51.61 per cent aliens; of the Nova Scotians, 46.83 per cent were voters and 53.17 per cent aliens; of the Swedes, 53.32 per cent were voters and 46.68 per cent aliens; of the Italians, 37.22 per cent were voters and 62.78 per cent aliens; of the Russians, 43.99 per cent were voters and 56.01 per cent aliens; of the Scotch, 62.35 per cent were voters and 37.65 per cent aliens; of the Germans, 74.31 per cent were voters and 25.69 per cent aliens; of the Portuguese, 46.91 per cent were voters and 53.09 per cent aliens; of the Poles, 41.79 per cent were voters and 58.21 per cent aliens; of the persons born in New Brunswick, 51.18 per cent were voters and 48.82 per cent aliens; of those born in Newfoundland, 44.99 per cent were voters and 55.01 per cent aliens; of those born in Prince Edward Island, 51.12 per cent were voters and 48.88 per cent aliens; of the French, 53.94 per cent were voters and 46.06 per cent aliens; of the Welsh, 69.57 per cent were voters and 30.43 per cent aliens; of persons born in other foreign countries not mentioned in detail, 47.32 per cent were voters and 52.68 per cent aliens.

It will be noticed that in the case of the Irish, English, Germans, and Welsh, the percentage of voters was in excess of the general average for the State. The lowest percentage was shown in the case of the Italians; of those eligible as voters only 37.22 in the hundred had become so, while 62.78 in the hundred still remained aliens. by Google

The figures given in the second table are drawn from those shown in the first, but a new series of percentages are secured, showing the proportion of naturalized, disqualified, and of possible voters, for the State as a whole, and for each place of birth or descent.

PLACE OF BIRTH OR DESCENT.	Naturalized Voters of Specified Birth or Descent	Number Dis- qualified	Aliens who could become Voters but have not	Foreign Born Males 20 years of age and over	PERCENTAGES		
					Natural- ized	Disquali- fied	Possible Voters
THE STATE.	138,148	100,040	73,601	311,789	44.31	32.08	23.61
Ireland,	69,970	24,725	19,004	113,699	61.54	21.75	16.71
Canada French,	9,305	20,185	10,927	40,417	23.02	49.94	27.04
England,	18,186	6,686	9,004	33,856	53.66	19.75	26.59
Canada English,	5,359	4,287	5,716	15,362	34.88	27.91	37.21
Nova Scotia,	4,865	4,125	5,524	14,514	33.52	28.42	38.06
Sweden,	3,850	4,933	3,371	12,154	31.68	40.59	27.78
Italy,	1,097	6,112	1,850	9,059	12.11	67.47	20.42
Russia,	1,587	5,684	2,021	9,292	17.08	61.17	21.75
Scotland,	6,319	2,556	8,816	12,691	49.79	20.14	30.07
Germany,	8,649	2,880	2,990	14,519	59.57	19.84	20.59
Portugal,	966	3,926	1,082	5,964	16.03	65.83	18.14
Poland,	397	2,763	553	3,713	10.69	74.42	14.89
New Brunswick,	1,661	1,427	1,575	4,663	35.48	30.67	33.85
Newfoundland,	557	1,080	681	2,318	24.03	46.69	29.38
Prince Edward Island,	709	677	678	2,064	34.35	32.80	32.85
France,	788	627	673	2,088	37.74	30.03	32.23
Wales,	343	179	150	672	61.04	26.64	22.32
Other foreign countries,*	3,580	7,188	3,986	14,754	24.25	48.72	27.02

* Including unknown.

Considering the State line, we find that of the 311,789 foreign born males 20 years of age and over, 44.31 per cent were naturalized and 32.08 per cent disqualified, while 23.61 per cent were possible voters. In other words, they could read and write and had lived in the country, State, or town long enough to become eligible as voters; they had not, however, complied with the naturalization laws of the United States, and for that reason only were debarred from full citizenship.

The line for Ireland shows that 61.54 in the hundred had become voters; 21.75 in the hundred were disqualified; while 16.71 in the hundred were possible voters who had not complied with the naturalization laws of the United States, though otherwise qualified.

Considering the column of percentages headed "Naturalized," we find that of the Irish, English, Germans, and Welsh, more than 50 in the hundred had become naturalized. In the case of the Italians, Russians, Portuguese, and Poles, more than 60 in the hundred were disqualified.

At the time of taking the last State Census, there were but 73,601 aliens in the State who possessed the necessary qualifications to become voters, who had not complied with the naturalization laws of the United States; of these Ireland supplied 19,004; Canada (French) 10,927; England 9,004; Canada (English) 5,716; and Nova Scotia 5,524.

It is not deemed necessary to repeat in text any more of the figures shown in the tables. Reference has been made to some of them in order to show the correct manner of reading the tables. It is believed that these tables present in a compact form all desirable details connected with the question of aliens and voters, and at the same time supply a basis for comparison with figures of a like nature to be secured by future censuses.

INDUSTRIAL STUDIES . . . No. 1.

AGRICULTURE.

In Part IV of the Bureau Report for 1902, under the heading "Sex in Industry," was given the number of males and females employed in the different branches of occupation included in the 13 productive industries of the Commonwealth.

In one of the tables a classification was presented showing, by sex, the number of persons native born of native descent, native born of foreign descent, foreign born, those males of foreign birth who had become naturalized, and those males of foreign birth who had not become naturalized and were considered as aliens.

To present this information for each detail or branch of occupation would have required more space than it was possible to allow in the Report. For this reason, in presenting the industry designated as Agriculture, there was room to give only the specifications referred to for the industry as a whole.

In this first of a series of Industrial Studies, it is proposed to present facts in regard to native and foreign descent and the political condition of immigrants in full detail for each branch of occupation under Agriculture. In succeeding numbers of the Bulletin other industries or branches of occupation will be presented in a similar manner.

As connected with the subject under consideration and having an important influence upon it, attention is called to the article relating to Aliens in Industry published in Labor Bulletin No. 27. In it a classification of occupations was given for each of the countries considered, but not in as full detail as is shown hereinafter.

The column headed "Foreign Born" in the following tables requires some explanation. In the case of males it includes all under 21 years of age, also those naturalized non-voters who had resided in the town in which they were enumerated less than six months or who had lived in the Commonwealth for less than one year. In the case of females, it includes all those of foreign birth, of whatever age, employed in the industry.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES.	26,524	2,284	205	4,238	3,181	36,482
Cranberry growers,	105	2	-	2	1	110
Employés — dairy — on farms,	12	1	2	1	3	19
Employés — seed farm,	4	1	-	2	1	8
Farmers,	21,814	1,472	105	2,755	2,024	28,170
Farmers and engaged in government service,	68	2	-	8	-	73
Farmers and engaged in manufacturing industries,	351	14	-	33	19	417

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES — Con.						
Farmers and engaged in mining,	4	-	-	3	1	8
Farmers and engaged in professional service,	25	-	-	3	-	28
Farmers and engaged in the fisheries,	17	1	-	-	1	19
Farmers and engaged in trade,	345	14	-	36	17	412
Farmers and engaged in transportation,	92	5	-	5	2	104
Farmers and florists,	14	4	-	1	-	19
Farmers and fruit growers,	63	1	-	4	2	70
Farmers and laborers,	7	4	-	8	5	24
Farmers and market gardeners,	176	10	2	36	20	244
Farmers and other business,	326	17	2	18	15	378
Farmers and stock breeders,	84	1	-	1	4	40
Farm foremen,	168	21	2	23	43	257
Farm superintendents,	92	16	1	13	27	149
Florists,	258	190	21	122	123	704
Florists and gardeners,	31	15	3	41	26	116
Florists and nurserymen,	3	1	-	-	-	4
Florists and seed growers,	3	1	-	-	-	4
Florists — employers,	184	67	6	126	45	428
Foresters,	3	-	-	-	-	3
Fruit growers,	80	1	-	-	-	81
Gardeners,	522	254	49	736	581	2,132
Gardeners — employers,	67	6	-	29	11	113
Horticulturists,	9	-	-	-	-	11
Market gardeners — vegetable,	548	46	3	105	79	781
Marketmen,	54	6	1	6	-	47
Milk farmers,	966	83	7	140	90	1,276
Moss gatherers,	10	25	1	17	15	68
Nurserymen,	72	4	-	5	8	89
Overseers — farms, bogs, estates, etc.,	85	7	-	19	13	124
Planters,	2	-	-	-	-	2

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Aggregates
FEMALES.				
Employés — dairy — on farms,	186	13	43	247
Employés — seed farm,	-	-	1	1
Employés — seed farm,	1	1	-	2
Farmers,	136	4	33	173
Farmers and engaged in government service,	1	-	-	1
Farmers and florists,	1	-	-	1
Farmers and fruit growers,	2	-	-	2
Farmers and other business,	2	-	-	2
Florists,	17	4	3	24
Florists — employers,	11	3	1	15
Fruit growers,	1	-	-	1
Gardeners,	-	-	1	1
Market gardeners — vegetable,	2	1	1	4
Milk farmers,	11	-	7	18
Nurserymen,	1	-	1	2

Care of Animals, etc.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natu- ralized	Foreign Born, Alien	Aggregates
MALES.						
Apiarists,	548	85	11	64	101	799
Care-takers — stock,	2	-	-	-	-	2
Care-takers — stock,	34	11	3	10	22	80
Drovers — cattle,	4	3	-	2	1	10
Herdsmen,	3	1	-	3	4	11
Hostlers — on farms,	23	9	2	1	8	43
Hunters and trappers,	9	2	-	-	-	11
Poultry dressers,	7	5	-	1	2	15
Poultry raisers,	387	31	2	26	24	470
Ranchmen,	3	1	-	1	-	5
Stable employés — on farms,	7	4	-	-	2	13
Stock breeders and raisers,	31	-	-	2	3	36
Teamsters — on farms,	38	18	4	8	35	103

Care of Animals, etc.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Aggregates
FEMALES.				
Poultry raisers,	24	1	3	28
Stock breeders and raisers,	24	1	2	27
	-	-	1	1

Recapitulation.

SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natu- ralized	Foreign Born, Alien	Aggregates
Males,	27,072	2,369	216	4,342	3,282	37,281
Females,	210	14	51	-	-	275
TOTALS,	27,282	2,383	267	4,342	3,282	37,556

Recapitulation with Percentages.

Males,	72.08	6.31	0.57	11.56	8.74	99.26
Females,	0.56	0.04	0.14	-	-	0.74
TOTALS,	72.64	6.35	0.71	11.56	8.74	100.00

The tables supply an opportunity for a somewhat extended and interesting analysis. Of the 36,482 males engaged in agriculture, 26,524, or 72.70 per cent, were native born of native descent; 2,284, or 6.26 per cent, were native born of foreign descent; 4,288, or 11.75 per cent, were of foreign birth but had become naturalized citizens; the aliens numbered 3,181, or 8.72 per cent of the whole number engaged in the industry.

Of the cranberry growers, 107 out of the whole number, 110, were of native birth.

Considering the farmers who depend entirely upon their farms for support, we find 21,814 were of native birth and native descent, or 77.44 per cent of the whole number; 1,472, or 5.23 per cent, were of native birth but of foreign descent; the foreign born naturalized numbered 2,755, or 9.78 per cent; and the aliens 2,024, or 7.18 per cent. Seventy-three farmers were also engaged in government service; 417 were also engaged in manufacturing industries; 412 were also engaged in trade; and 104 in transportation.

Of the florists, 438 were of native birth and 266 of foreign birth. Of the florists classified as employers, or those who were engaged in the raising of flowers as a business, 251 were of native birth and 177 of foreign birth.

Of the gardeners, classified as employers, 73 were of native birth and 40 of foreign birth. Of their employes, 776 were of native birth and 1,356 of foreign birth. Of the market gardeners, 594 were of native birth and 187 of foreign birth. The milk farmers of native birth numbered 1,039 and those of foreign birth 237.

There were 247 females reported as engaged in agriculture, of whom 186 were of native birth and native descent, 13 of native birth but of foreign descent, and 48 foreign born. Of the total number, 173 were classed as farmers; there were 15 florists (employers); 24 florists (employés); and 18 milk farmers.

The second section of the presentation relating to agriculture is designated "Care of Animals, etc." The table for males shows that 799 were thus employed, of whom 470 were poultry raisers; of these, 418 were of native birth and 52 of foreign birth. Of the 28 females reported in this section, 27 were poultry raisers, while one was classified as a stock breeder and raiser.

Considering the recapitulation, with percentages, we find that of 37,556 of both sexes engaged in agriculture (including care of animals), 72.64 per cent were of native birth and native descent; 6.35 per cent of native birth and foreign descent; 0.71 per cent, foreign born; 11.56 per cent, foreign born naturalized; and 8.74 per cent, alien. Combining these percentages, we find the native born represent 78.99 per cent and the foreign born 21.01 per cent; or in other words, nearly four-fifths of the persons engaged in agriculture were of native birth.

It should be borne in mind that 33,912 agricultural laborers are not included in the preceding presentation, they having been shown in the Census tables under the head of Laborers, that classification including agricultural laborers, laborers employed in manufacturing establishments, and "Other" or general laborers. Of the 33,912 agricultural laborers, 16,653, or 49.10 per cent, were native born of native descent; 4,613, or 13.60 per cent, native born of foreign descent; 1,925, or 5.68 per cent, foreign born; 2,583, or 7.62 per cent, foreign born naturalized; and 8,138, or 24 per cent, alien. Combining these percentages, we find that 62.70 per cent were of native birth and 37.30 per cent of foreign birth.

INDUSTRIAL AGREEMENTS.

As the plan of agreements between employers and employés governing hours of labor, wages, and working conditions in general is fast becoming an important factor in the labor situation, the Bureau intends to publish such data, as occasion warrants. It is generally conceded that trade agreements, when strictly adhered to, prove of great advantage to employers, inasmuch as uniformity of the cost of labor is secured, thereby putting employers upon an equal footing. Employés are benefited by the equalization of wages and hours in like craft, stated in definite terms. Joint agreements are a preventive of strikes and lockouts, for each provides in some manner for arbitration boards for the adjustment of all

differences arising between employers and employes. It is rare that such agreements are violated by employes going out on strike, and such action is never taken with the authorization of the trades unions.

Our first report upon this subject covers 12 cities and represents 22 trades. In this work, which we consider to be of value to both employers and employes, we ask the co-operation of the trades unions. It will greatly aid us if they will send us copies of agreements as soon as possible after same are made.

The presentation is limited to Massachusetts, the cities following in alphabetical order.

Boston.

CARPENTERS.

Master Carpenters Association and United Carpenters Council.

Declaration of Principles.

In carrying out this agreement the parties hereto agree to sustain the principle that absolute personal independence of the individual to work or not to work, to employ or not to employ, is fundamental and should never be questioned or assailed, for upon that independence the security of our whole social fabric and business prosperity rests, and employers and workmen should be equally interested in its defence and preservation. And inasmuch as the United Carpenters Council is now being recognized as a proper body to co-operate with in settling all matters of mutual concern between employers and workmen in this trade, it shall be understood that the policy of the Master Carpenters Association shall be to assist the said Council and its constituent Unions to make their bodies as thoroughly representative as possible.

Working Rules.

Hours of Labor. From May 1, 1903, to May 1, 1904, not more than eight hours labor shall be required within the limits of the day, except it be as overtime with payment for same as herein provided, except in shops where the time shall be nine hours.

Working Hours. The working hours to be from 8 A.M. to 12 M., and from 1 P.M. to 5 P.M., with one hour for dinner, during the months of February, March, April, May, June, July, August, September, and October. During the months of November, December, and January, each employer and his employes shall be free to decide as to the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required except as overtime as herein provided for.

Night Work. Eight hours to constitute a night's labor. When two gangs are employed, working hours to be from 8 P.M. to 12 M., and from 1 A.M. to 5 A.M.

Overtime. Overtime to be paid for as time and one-half.

Double Time. Work done on Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Days, to be paid for as double time.

Wages. From this date of agreement to May 1, 1903, the minimum rate of wages to be 35 cents per hour. From May 1, 1903, to May 1, 1904, the minimum rate of wages to be 37½ cents per hour.

Pay Day. Wages are to be paid weekly at or before 5 P.M. of the established pay day of each employer.

Waiting Time. If any workman is *discharged* he shall be entitled to receive his wages at once and failing to so receive them he shall be entitled to payment at regular rate of wages for every working hour of waiting time which he may suffer by default of the employer. If any workman is *laid off* on account of *unfavorable weather*, he shall not be entitled to waiting time. If any workman is *laid off* on account of *lack of materials*, he shall be entitled to receive pay for every working hour at the regular rate of wages until notified that work must be temporarily suspended, and in that event he shall be entitled, on demand, to receive his wages at once, the same as in case of discharge. Should an office order be issued to a workman in payment of his wages, the workman shall be entitled to additional time sufficient to enable him to reach the office to receive payment.

Business Agent. The Business Agent of the Carpenters Union shall be allowed to visit all jobs during working hours to interview the steward of the job, and for this purpose only. Nothing in this rule shall be construed as giving such Agents any authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, and any infringement of this rule shall make the Agent so infringing liable to discipline, after investigation.

Foregoing agreement to be in force until May 1, 1904.

The question of shop work being of vital importance to mill-men in Boston and vicinity, thorough consideration will be given to this subject during the year, to the end that comprehensive action may be taken to equalize conditions.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators, members of the Master Builders Association, The Master Painters and Decorators Association of Boston and Vicinity, and Union 11 of the Brotherhood of Painters, Decorators, and Paperhangers of America.

Hours of Labor. From first Monday in April, 1903, to first Monday of April, 1904. Not more than eight hours labor shall be required in the limits of the day, except it be as overtime, with payment of same as provided for.

Working Hours. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. or 7.30 A.M. to 4.30 P.M. (one hour for dinner during Feb-

ruary, March, April, May, June, July, August, September, and October). During November, December, and January it shall be optional with the men on jobs whether they work half hour at noon and quit work at night accordingly.

Overtime and Holidays. All overtime shall be paid as double time, and nights, or Sundays, Washington's Birthday, Patriots' Day, Decoration Day, Independence Day, Thanksgiving Day, and Christmas, or the days upon which the same are celebrated, are to be paid for as double time, but in no case shall employes be required to work on Labor Day. When a workman intentionally evades working his full eight hours, he shall be reported by the employer, and disciplined by the Union, and the employer will deduct double time for the time lost in such cases.

Wages. The minimum rate of wages shall be 35 cents per hour for house painters and 40 cents per hour for decorators.

Pay Day. Wages to be paid weekly at or before 4.30 or 5 P.M. of the established pay day of each employer.

Waiting Time. If any painter or decorator is laid off or is discharged he shall, on demand, be entitled to his wages within 24 hours.

Business Agent. The business agent of the Painters and Decorators Union 11 shall be allowed to visit all jobs during working hours to interview the foreman of the job, unless objection thereto is made by the owner, architect, or master painter. This applies only to new work.

Out-of-Town Work. All members of the Brotherhood of Painters and Decorators, Union 11, working for firms doing business in Boston and vicinity shall receive in addition to the regular wages herein specified their board and traveling expenses or such expenses incurred with the work when working out of town, whether hired at the shop or on the job. No exception or evasion of this rule to be permitted, but this is not to be construed as preventing the employment of local workmen by the employer at not less than local or Boston prices. If a workman leaves his work before it is completed and without the consent of the employer, it shall be on his own time and at his expense.

Traveling. When workmen are sent out of town outside of the regular working time, they shall receive the regular eight hours' pay in every 24 hours consumed in such trips, and when traveling at night, sleeping berths shall be furnished, and when not staying overnight the workman shall take boat, train or cars nearest the hour to and from the job, and when there is no public conveyance, special arrangements shall be made as directed by the employer.

Tools and Materials. Workmen shall be responsible for all tools and materials given in their charge, and it is agreed that all tools or property of the employer shall on demand be turned over to the same, and failure to do so shall be considered sufficient cause to deprive said workman of his working card, or expulsion from the Union upon formal notice of the employer, unless the matter is satisfactorily adjusted.

Car-Fares. All employers shall pay car-fares to and from shop or job when workmen are obliged to expend the same in connection with the work.

Specialties. It is for our joint benefit that the employers and Union 11 should regard with disfavor any efforts to create specialties in our business, and an earnest effort by both should be made

to stop such a condition of affairs. We, therefore, jointly agree that we will do all in our power to stop this specializing or cutting up of our business and take such steps as may be deemed best to remedy the situation and confine the men in the various building trades strictly to their own business respectively.

All members of Union 11 hereby agree not to contract or sub-contract any work by the piece, day or job, for themselves or others.

Apprentices. All apprentices shall be required to serve a regular apprenticeship of at least three consecutive years at the business, and shall be at least 21 years of age at the completion of their term of apprenticeship. All apprentices properly indentured by agreement of contract shall be registered by the Union, and every effort shall be made to enable them to become practical workmen, and in the last year of their service they shall be admitted, without charge, into the Union, and on completion of their apprenticeship they will be entitled to all benefits, rights, and full membership on application, and they shall not be considered journeymen unless they have complied with these requirements. In the event of the discharge of a registered apprentice by an employer sufficient reason shall be given why another card should be issued to a new apprentice. The number of apprentices employed in any shop shall be on the basis of one to every six men employed. And under no consideration shall men be taken under instructions.

Employment. Inasmuch as the Brotherhood of Painters and Decorators and Paperhangers of America, Union No. 11, of Boston, is now being recognized as a proper body to co-operate with in settling all matters of mutual concern between employers and workmen in the trade, it shall be understood that the policy of the employers shall be to assist the said Union and its constituent Unions to make their bodies as thoroughly representative as possible, recognizing the fact that absolute personal independence of the individual to work or not to work, and the employer to employ or not to employ, is a fundamental right and should never be questioned or assailed. Therefore, we believe the best interests of the employers demand that all Painters and Decorators shall belong to the Brotherhood of Painters and Decorators, Union No. 11, carrying the latest working card issued to its members, and, all interests being equal, preference of employment shall be given by the Master Painters and Decorators Association to Union Painters and Decorators.

Agreement. In carrying out this agreement the parties hereto agree to sustain the above requirements, the same to go into effect the first Monday in April, 1903, and continue until the first Monday of April, 1904, and, if any change is contemplated by either party at its termination, notice in writing shall be given by the party contemplating such change at least three months prior to the expiration of this agreement, and in case of any disagreement as to the true intent and meaning of any part of this agreement, or in case of any claim or violation of any part of the same by either party, said party aggrieved shall notify the other in writing within 24 hours, and said grievance shall be adjusted at once by an arbitration committee consisting of two representatives from each party thereto, and they, if necessary, may choose another member.

BRICKLAYERS.

Working Rules adopted by Bricklayers' Benevolent and Protective Unions, Nos. 3 and 27, of Boston and Vicinity.

Classification.

1. Bricklayers' work shall consist of the cutting and laying of all brick in or upon any structure or form of work where bricks are used. All fireproofing where blocks or slabs are used; the fitting and setting of all terra-cotta, the setting of all caps and sills on brick buildings, the pointing around window frames, when mortar is used, the pointing of all brick and terra-cotta fronts and the cutting out of all brick and terra-cotta to connect with new masonry.

2. Sewers, culverts, conduits, basins, bridges, retainers, reservoirs, man-holes, and drop-inlets, shall be classified as sewer work, and the cutting and laying of all brick in the construction of the same, together with the scraping, trimming, pointing and plastering of these structures, shall be bricklayers' work.

Hours of Labor.

1. Eight hours shall constitute a day's work, no bricklayer shall work more than 8 hours in 24 unless he is paid for overtime as provided. The working hours shall be from 8 A.M. to 12 M., and from 1 to 5 P.M. (one hour for dinner during February, March, April, May, June, July, August, September, and October). During November, December, and January, it shall be optional with the men on the work whether they shall start work at 12.30 and quit at 4.30 P.M.

2. When night gangs are employed, 8 hours shall constitute a night's work, the working hours shall be from 8 P.M. to 12 P.M. and from 1 A.M. to 5 A.M.

Wages.

1. The minimum rate of wages shall be 55 cents per hour.

2. The minimum rate of wages on all sewer work shall be 70 cents per hour.

3. Overtime to be paid for as time and one-half; the hours between 5 and 8 A.M., and 5 and 6 P.M., shall be paid for as double time.

4. Sundays, Independence Day, Labor Day, Thanksgiving and Christmas Days are to be considered as holidays, and work done on either of these days shall be paid for as double time.

Payment of Wages.

1. Bricklayers shall be paid every week before 5 P.M. on Saturday.

2. When a bricklayer is discharged or laid off he shall, on demand, receive his wages in cash or office order. An office order shall entitle the holder to one hour's pay in addition to time due for work performed. A violation of this Section entitles the bricklayer to compensation at working rates for the working time that elapses between the time of discharge or lay off, and the time of receiving his money, provided claimant remains at the job or office during all working hours until he is paid.

Preference of employment shall be given to members of BRICKLAYERS' UNIONS NOS. 3 AND 27.

The business agent shall not be interfered with when visiting any building under construction while attending to his official duties.

Working rules adopted July 1, 1903, to be effective until June 1, 1904.

WOOD, WIRE, AND METAL LATHERS.

Master Lathers Association of Boston and Vicinity and Wood, Wire, and Metal Lathers Union, No. 73.

Hours of Labor. Eight hours shall constitute a day's labor. During the months of February, March, April, May, June, July, August, September, and October, the regular working hours shall be from 8 A.M. to 12 (noon), and from 1 P.M. to 5 P.M., except on Saturdays, when the regular working hours shall be from 8 A.M. to 12 (noon), but in cases of emergency work may be done during Saturday afternoon, by mutual agreement between employer and workmen. Failure to consent to work on Saturday afternoon shall not, however, operate to the disadvantage of the workman in his regular employment. During the months of November, December, and January each employer and his workmen shall be at liberty to arrange the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required as a regular day's labor. When work is carried on throughout the night, not more than eight hours' labor shall be required of any one gang, except in emergencies, and the regular working hours shall be from 8 P.M. to midnight and from 1 A.M. to 5 A.M. Work done by a regular gang in excess of eight hours shall be counted as overtime.

Classification of Workmen. Men qualified to do all grades of metal lathing and furring work shall be graded as first class. Men qualified to do metal lathing work only or furring only shall be graded as second class. Men not qualified to be graded in either of the above classes shall be graded as laborers, and shall not be employed on constructional work.

Apprentices. Men shall not be taken to learn the trade at over 21 years of age, and when so taken on shall serve two years before being graded as either first or second class.

Wages. For regular day's labor and for night labor, as defined in Rule 1, the minimum rate of wages shall be: For Metal Lathers.—First-class men, 42½ cents per hour; second-class men, 37½ cents per hour; laborers, 25 cents per hour; apprentices, 20 cents per hour, first year; 25 cents per hour, second year. For Wood Lathers.—First-class men, 45 cents per hour; second-class men, 40 cents per hour. Overtime, as defined in Rule 1, shall be paid for as time and one-half. Work done upon Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Day shall be paid for as double time.

Pay Day. Wages shall be due and payable each week at or before 5 P.M. of such day as may be established by each employer as his regular pay day. When pay day is on Saturday, wages shall be paid at or before 12 o'clock noon of that day.

Waiting Time. If any workman is discharged he shall, on demand, be entitled to receive his wages at once. Failing to so receive them, he shall be entitled to payment at the regular rate of wages, for every working hour of waiting time which he may suffer by default of the employer. If any workman is laid off on account of unfavorable weather, strikes, or lockouts in other trades, accidents, or other unusual causes, he shall not be entitled to waiting time. If any workman is laid off on account of lack of materials he shall be entitled to receive pay for every working hour at the regular rate of wages until notified that work must be temporarily suspended; and in that event he shall

be entitled, on demand, to receive his wages at once, same as in case of discharge. If a workman voluntarily quits work he shall not be entitled to receive his pay until the next regular pay day. Should an office order be issued to a workman in settlement of his wages he shall be entitled to additional time sufficient to enable him to reach the office to have the order cashed.

Business Agents. The business agents of The Wood, Wire and Metal Lathers Union, Local 73, shall be privileged to visit any job during working hours to interview the steward of the job, and for this purpose only.

Nothing in this rule shall be construed as giving such agents authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, or to enter into discussion with or attempt to proselyte, any workman, either during working hours or at any time while said workman is on the employer's premises. Failure on the part of any business agent to observe this rule shall make him liable to discipline, after investigation, by the Joint Committee.

This agreement went into effect June 1, 1903, to remain in force until June 1, 1904.

BRIDGE AND STRUCTURAL IRON WORKERS.

Employers and Bridge and Structural Iron Workers Union, No. 7, of Boston and Vicinity.

1. (a) The party of the first part agrees that on and after May 1, 1903, and until April 30, 1904, eight hours shall constitute a day's work and agrees to pay a minimum scale of 50 cents per hour, and for all time worked in excess of the hours fixed upon to constitute a day's work, time and one-half shall be paid except as stated below on Sundays throughout the year. April 19, Decoration Day, Fourth of July, Thanksgiving Day, and Christmas Day or days that are observed as these holidays, double time will be paid for any time worked within the 24 hours constituting the calendar day. No work shall be performed on Labor Day, except in case of dire necessity, when the property of the employer is in jeopardy and the services of the men are required to place the same in a safe condition. Double time will be paid for any work performed on Labor Day.

(b) The party of the first part agrees to have pay day once a week. In case of lay-off, the men shall be paid in 24 hours; in case of discharge, the men shall be paid at the time of discharge or allowed waiting time for every hour they are compelled to wait.

2. (a) The party of the first part agrees to employ in the erection of bridges, buildings, viaducts, steel stacks and iron and steel structural work, including foundations and the erection and removal of false work for bridges and viaducts, the handling and operation of all derricks and rigging connected with the erection and removal of the same, the plumbing and shoring of all iron work in Boston and vicinity only members of the party of the second part or those who will become members at the next regular meeting after being employed, provided that they meet all the requirements of the party of the second part.

(b) In the erection of buildings and small structures, or in the erection of bridges the foreman employed shall be a member of the Union.

(c) In case it is desired by the party of the first part, separate shifts may be employed on the same work, paying each shift only the regular single

scale of wages provided for above. In such cases the hours of work of the day shift may be changed by consent of the employer and his men, but the hours of employment of such shifts shall not be more or less than eight hours, but no member of the Union will be allowed to work on two shifts unless he be paid the overtime rate for all over eight hours.

(d) The party of the first part further agrees that after material arrives on site all handling of same to be done by members of party of second part, and when necessary to use tackle or derricks to unload it shall then be done by members of this Union.

The party of the first part further agrees that the Business Agent of the Union shall have access to the works at all times during working hours, but shall not be allowed to interfere or delay men on the work during said hours.

3. (a) The party of the second part hereby agrees that they, each and severally, will faithfully and in a workmanlike manner perform all duties that may be required of them by the proper authority; and the Union further agrees that it will not allow its members to perform any work for any contractors that have not signed this agreement, but will use all lawful methods and call on our central bodies to assist us to carry out this agreement.

(b) The party of the second part further agrees that in case of trouble or any misunderstanding between the parties of this agreement the differences shall be arbitrated, work shall proceed, pending the arbitration under the conditions of this agreement. The arbitrators shall be three entirely disinterested parties, one selected by each party to this agreement, and the third selected by these two; and the decision of these arbitrators shall be binding on both parties; but none of the definite agreements of this contract shall be subject to arbitration.

This Union strictly forbids piece work of any kind.

Agreement shall go into effect May 1, 1903, and remain in force until April 30, 1904, to cover the corporate limits of Boston, and a radius of 50 miles.

BOILER MAKERS AND IRON SHIP BUILDERS.

New England Association of Boiler Manufacturers of Boston and Vicinity and Subordinate Lodge No. 9 of the Brotherhood of Boiler Makers and Iron Ship Builders of America.

To confirm and record verbal agreements made at conferences held April 28 and 30, 1903, and to record various customs in the trade that have become fixed, and also to provide a way to consider and adjust differences that may arise in the future, and to avoid strikes and lockouts:

1. The employers agree to grant, and the employees agree to accept, five per cent increase in wages over the rates paid in April, 1903, the increase to date from May 1, 1903.

2. The employers agree to pay, and the employees agree to accept, nine hours' pay for eight hours' work performed on repairs away from the shop, and nine hours shall be considered a working-day while performing any work in the shop on material, either new or old, that is required for the repairs. The working-day on new work which is being erected away from the shop is to remain nine hours as in the past.

3. The regular working-day on shop work, and

erecting new work away from the shop, shall be from 7 A.M. to 12 noon, and from 1 P.M. to 5 P.M. The regular working day on repair work away from the shop shall be from 8 A.M. until 12 noon, and from 1 P.M. to 5 P.M.

4. In the case of ship work, removal of old boilers from an old vessel, including cutting of iron bulkheads and bunkers, and preparing the vessel for new boilers, and replacing or renewing bunkers and bulkheads, is to be classed as old or repair work, and eight hours is to constitute a day's work, for which nine hours' pay shall be paid. Preparing the plates, etc., for bunkers and bulkheads in the shop is to be classed as shop work, and nine hours shall constitute a day's work. Placing the bunkers and bulkheads in old vessels is to be classed as old work, and eight hours shall be a day's work, for which nine hours' pay shall be paid. Placing new boilers in a new or old vessel, fitting up-takes, stacks, umbrellas, etc., necessary to get the boilers ready for steam, is to be classed as new work, and nine hours shall be a day's work.

5. On new work in or away from the shop, one and one-half hours' pay shall be given for each hour worked between 5 P.M. and midnight, and two hours' pay for each hour worked between midnight and 7 A.M., on regular working days. On repair work in the shop, two hours' pay shall be given for each hour worked between 5 P.M. and 7 A.M., on regular working days. On repair work away from the shop, two hours' pay shall be given for each hour worked between 5 P.M. and 8 A.M., on regular working days. On all work on Sundays and holidays, two hours' pay shall be given for each hour worked.

6. In consideration of this shortening of the working-day on repair work, the workmen agree to collect tools and materials required on a repair job before 8 o'clock if possible, so as to be ready to commence the day's work promptly at 8 o'clock; and the men who are working on repairs extending over several days within the city limits shall report at the job and begin work at 8 o'clock, unless it is necessary to go to the shop first for tools, material or instructions.

7. As the employer is responsible for all work performed, and for the successful conduct of the business, he must be the sole judge as to (a) What work shall be done. (b) What material shall be used. (c) What men shall be employed. (d) What tools and appliances shall be used. And the employees hereby agree that they will faithfully use the tools and appliances to the best of their ability, and will work harmoniously with their fellow workmen. The employers on their part agree not to discriminate against any workman because of his membership in a labor union or in any other lawful organization.

8. The employees agree to work by the hour or by the piece, as may be agreed between the employer and employé or employés, and that they will make no objection to the plan of working by the piece; and the employers agree that where work is done by the piece the rates shall be so fixed that mechanics and helpers can make at least a full day's pay.

9. The Business Agent of the Union will be allowed access to the men in case of necessity by applying at the office, and opportunity will be granted him to confer with men when it can be done without interfering with or obstructing the work, and this privilege is granted and accepted with the understanding that it is to be so used.

10. It is agreed that the employer has the right to discharge a workman, and a workman has the right to leave, at any time, provided in both cases that the act does not break an agreement.

11. No opposition shall be made by the employees to the introduction of the apprenticeship system in shops where the owners elect to establish it.

12. In case disagreements or disputes arise in the future between the parties to this agreement, or either party desires a change in any of its terms and conditions, the matter shall be considered by the employers and the employees of the shop where the question arises; or if it is a question affecting all the shops, it shall be considered by a committee of the Manufacturers' Association and of Lodge No. 9, and these parties shall make every reasonable effort to effect a settlement. If they are unable to agree among themselves, it is hereby agreed by the New England Association of Boiler Manufacturers and Subordinate Lodge No. 9 of the Brotherhood of Boiler Makers and Iron Ship Builders of America to submit the question or questions to a board of arbitration made up as follows: The Manufacturers' Association to choose three men and Lodge No. 9 to choose three men. The men chosen must not be personally concerned in the questions, nor shall they be public officials, nor shall they be salaried officials of a union of employees or of an association of employers. Pending conferences between employers and employees, or before the board of arbitration mentioned herein, it is agreed by both sides that there shall be no cessation of work, and no lockout or strike. Nor shall there be any cessation of work, lockout or strike because of differences or disputes between others than the parties to this agreement.

13. This agreement shall not be changed except by consent of both parties or by decision of the board of arbitration named herein, and any change so made shall go into effect three months after decision is rendered, unless both parties agree to make the change effective in a shorter time.

14. In such a trade as boiler-making it is very difficult and perhaps impossible to cover every point which is liable to arise, but this agreement is drawn by both sides on the principle of fair dealing between men; and the spirit of the agreement and of fair dealing is to determine the interpretation thereof.

This agreement signed in duplicate May 14, 1903.

HOISTING AND PORTABLE ENGINEERS.

Wages and working rules for Hoisting and Portable Engineers Union, Local No. 4, International Union of Steam Engineers.

1. *Hours of Labor.* Eight hours shall constitute a day's work.

2. *Working Hours.* The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M.

3. *Night Gangs.* Night labor shall be work done between the hours of 5 P.M. and 8 A.M., and eight hours only, within the period, shall be employed at the minimum rate of wages. No intermission of night labor without pay shall be allowed, except for one hour.

4. Except in cases of emergency, no work shall be done between the hours of 5 A.M. and 8 A.M. and 5 P.M. and 8 P.M. Overtime shall be paid for as time and one-half, except that the Engineer shall be allowed one hour for getting steam and no hoisting shall be done in that hour.

5. *Holiday Time.* Sundays, Patriots' Day, Memorial Day, Fourth of July, Labor Day, Thanks-

giving and Christmas Days, or days observed as these holidays; work done on these days shall be paid for as double time.

6. On jobs where continued service of an engine is required of 20 hours or more, shall be divided into three equal shifts.

7. The minimum rate of wages shall be 50 cents per hour.

8. If an engineer is laid off on account of lack of material or for other causes, or is discharged, and if said engineer demands his wages intending to seek other employment, he shall receive his money on demand.

9. Members employed on jobs where there is an engine shall not be called upon to do other than operate engine or boiler, except piping for the boiler, or piping for steam or water.

10. All engineers must report every morning and shall receive one hour's pay unless notified the night before that his service will not be required.

11. In case an engineer is laid off on account of weather in the morning he shall report at 1 o'clock if requested to, and should he start he shall receive the remaining half day. Should an engineer be requested to wait for material, he shall be paid waiting time.

12. The Business Agent shall be allowed to visit steward on jobs during working hours.

13. This Schedule to go into effect May 1, 1903.

MACHINISTS.

Employers and International Association of Machinists.

All agreements are based upon the constitution of the organization, which governs the body throughout the United States, Canada, and Mexico. Local conditions may vary the terms of employment somewhat, but the general conditions are present. This was intended for use in Boston and vicinity, and would be applicable all over the State where it is found necessary. The principle which it is sought to establish is to fix a minimum rate of wages rather than to regulate all wages.

Machinists. A machinist is classified as a competent general workman, competent floor hand, competent lathe hand, competent vise hand, competent planer hand, competent shaper hand, competent milling machine hand, competent slotting machine hand, competent die sinker, competent boring mill hand, competent tool maker, and competent linotype hand. •

Hours. Nine hours shall constitute a day's work on and after May 20, 1901.

(Note: This arrangement of hours is not to interfere in any way with shops where a less number of hours per day is already in operation.)

Overtime. All overtime up to 12 o'clock midnight shall be paid for at the rate of not less than time and one-half time, and all overtime after 12 o'clock midnight, Sundays and legal holidays, shall be paid for at the rate of not less than double time.

(Note: The foregoing rates are not to interfere in any way with existing conditions; that is, where higher rates than above are paid, no reduction shall take place.)

Night Gangs. All machinists employed on night gangs or shifts shall receive overtime in accordance with section 8, for all hours worked over 54 per week.

Apprentices. There may be one apprentice for the shop and in addition not more than one apprentice to every five machinists. It is understood that,

in shops where the ratio is more than the above, no change shall take place until the ratio has reduced itself to the proper number, by lapse or by the expiration of existing contracts.

Wages. An increase of 12½ per cent over the present rates is hereby granted to take effect May 20, 1901.

Grievances. In case of a grievance arising the above firm agrees to receive a committee of their machinists to investigate and if possible adjust the same. If no adjustment is reached the case shall be referred to the above Company and the representatives of the International Association of Machinists. If no satisfactory settlement can then be agreed upon, the whole subject matter shall be submitted to a Board of Arbitration consisting of five persons, two to be selected by the above Company, two by the above Lodge of the International Association of Machinists, and the four to choose a fifth arbiter, and the decision reached by this Board is to be binding on both parties to this agreement.

WOODWORKERS.

Box Manufacturers of Boston and Vicinity and Amalgamated Woodworkers Union, No. 201, of Boston.

1. The party of the first part hereby agrees to hire none but members of the Amalgamated Woodworkers International Union who are in good standing and who carry a book issued by the above branch of said union, or workmen who shall make application for membership in said union or signify their intention to do so on or before the end of the second week of their employment.

2. It is agreed that the minimum wages of cutting-off sawyers shall be \$13.50 per week.

3. It is agreed that the minimum wages of fitters shall be \$12 per week.

4. It is agreed that the wages of other machine operators and hand nailers earning at present less than \$12 per week shall be increased five per cent over present wages.

5. Overtime shall be paid for at the rate of time and a quarter. This includes the recognized holidays: Patriots' Day, Memorial Day, Fourth of July, Thanksgiving, and Christmas.

6. Under no circumstances shall work be allowed on Labor Day or on any day after 9.30 P.M., except in case of repairs.

7. It is agreed that 9 hours shall constitute a day's work, except that eight hours shall be a day's work on Saturdays, making 53 hours a week's work.

8. It is agreed that any workman now receiving more than the above wages shall not be subjected to a reduction by the adoption of this scale.

9. It is agreed that in case of a dispute arising, a representative from the employer and one from the employees shall endeavor to make a satisfactory settlement. In case no satisfactory settlement can be made by this method, then it is agreed to refer it to the State Board of Conciliation and Arbitration within a reasonable time, their decision to be final. During the time no strike or lockout shall be declared.

10. It is agreed that the union shall try and bring about at once the same scale of wages for all box manufacturers supplying the Boston trade.

11. This agreement shall be in force from October 14, 1903, until October 14, 1904. If any change shall be desired by either party the proposed change shall be submitted 30 days before the expiration of this agreement.

BAKERS.

United Bakers of Boston and Vicinity, Local Unions 4, 45, and 53, and Local Union 302 of Waltham, and the Master Bakers of Boston and Vicinity.

1. No bakers other than members of the International Union of Bakers and Confectioners of America shall be employed by the parties of the second part in their bakeshops.

2. Sixty hours shall constitute a week's work, and no baker shall work more than six days or nights in any one week; and, under normal conditions, no baker shall work more than two hours in excess of said 60 hours in any one week.

3. Foremen shall be paid not less than \$18 per week; second hands not less than \$15 per week; and no baker shall be paid less than \$14 per week. Overtime in excess of said 60 hours shall be paid for at the rate of 35 cents per hour.

Each foreman in a bakeshop shall be entitled to one apprentice; and an additional apprentice shall be allowed for every four bakers who are working in the shop. No persons employed merely as cleaners, apple-parers, doughnut-friers or in the delivery department shall be considered as apprentices within the meaning of this agreement.

4. Jobbers must be hired directly at the offices of the several unions during office hours. They shall be paid \$3 for each day's work of 10 hours, and 35 cents for each hour in excess of said 10 hours' work in any one day.

5. When required, the day-men shall do the work upon brown bread and beans upon Sundays as heretofore, for which work they shall be paid at the rate of 40 cents per hour. No other work shall be required or performed by the day-men upon Sundays, except that they shall work during the whole day upon the Sunday before Labor Day, if so required, for which work they shall receive no extra pay, but it shall be considered and paid for as a part of the regular week's work.

6. No day-man shall be allowed or compelled to work on, nor receive pay for, any legal holiday, unless such holiday falls on a Saturday or a Monday; no night-man shall be allowed or compelled to work on, nor receive pay for, the night preceding any legal holiday unless such holiday falls on a Saturday or a Monday. No baker shall be allowed or compelled to work on the night of the Sunday next preceding Labor Day, but the bakers shall go to work on the night of Labor Day at the usual time.

7. No baker shall load or drive a baker's wagon.

8. The delegates or agents of the Unions who are parties to this agreement shall be allowed in any shop of the parties of the second part, during working hours, upon presenting proper credentials as such delegates or agents to the person in charge of such shop.

9. Providing that the several parties of the second part shall live up to this agreement in full, he or they shall have the right to buy and use the union label of the Bakers and Confectioners International Union of America.

10. All difficulties arising between employers and employees shall be submitted to a committee of five master bakers and five journeymen bakers. If this committee cannot settle such difficulties, such difficulties shall be submitted to the State Board of Conciliation and Arbitration, whose decision shall be final and binding upon both parties. No strikes or lockouts shall be permitted pending the decision

of the Arbitration Committee or the State Board, as the case may be.

11. A copy of this agreement shall be hung in a conspicuous place in every shop, for reference in case any disputes arise in regard to it.

12. This agreement shall go into effect upon the first week of May, 1903, and shall continue in force until May 1, 1904. And it is expressly understood and agreed that this agreement is a full and complete agreement as to the conduct of business between the parties hereto, and each party agrees to abide by and to continue work and business under its provisions without alteration, change, or addition until May 1, 1904.

If any change shall be desired by either party, to go into effect on May 1, 1904, the proposed change shall be submitted to the other party at least 30 days before the expiration of this agreement.

13. Under no consideration shall any member of the Local Unions, who are parties to this agreement, be permitted to lodge with his employer, nor shall any pay be taken for board given by the employer.

HEBREW BAKERS.

Employers and Journeymen Bakers and Confectioners Union No. 45.

1. Only members who are in good and regular standing in union to be employed. Jobbers to be hired through representative of local No. 45 of Boston.

2. No labor to be performed on Hebrew holidays and Labor Day, but if such labor becomes necessary during any part of the day, employees to be paid for the full day's work. Ten hours to constitute a day's work for six days a week. No overtime work to be performed except in important cases with the exception of Thursday and days before Hebrew legal holidays; said overtime to be paid at the rate of 40 cents per hour.

3. If employees for any reason are not capable of performing their work, they are to be substituted by members of local union No. 45.

4. Employers hereby agree to buy union labels from said union during the term of one year at 15 cents per thousand, payable in advance, and to paste said labels on each and every loaf of bread weighing one-half pound or more.

5. Representatives of the union to be allowed to enter bakeshops at any time for the purpose of accomplishing the union orders.

6. All differences arising between employers and employees to be settled by an arbitration committee to consist of three employers and three members of local No. 45. If this committee fails to agree a seventh man shall be chosen by both of the aforesaid parties, the same to be a disinterested party. Such committee must act within three days after receiving notice to meet. Its decision to be final.

7. It is expressly understood that in case the party of the first part commits breach of any or all provisions herein contained or does not abide by the decision of the arbitration committee herein referred to, the said party of the first part is to forfeit the security which may have been deposited by the party of the first part in favor of the party of the second part, such forfeited security to be turned over to and kept by the party of the second part.

8. The provisions herein contained to be changed at any time, provided that the parties mutually agree upon such change at four different meetings consisting of both of the aforesaid parties and the

whole agreement may be substituted at its expiration by mutual agreement of both parties.

9. Employers agree to pay jobbers doing bench work at the rate of \$3 per day, and \$4 per day for foremen. The union hereby agrees to supply employers with sufficient workmen, if possible.

BREWERY WORKMEN.

Proprietors of Boston Breweries and Local Unions 14 and 29 of Boston, National Union of the United Brewery Workmen of the United States.

1. None but members of the National Brewery Workmen's Union in good standing of Local Unions 14 and 29 shall be employed in the manufacturing of beer, ale or porter, handling or delivering of same, hauling of empty packages and materials used in manufacturing, except in cases of emergency, when the employer may employ outside teams, provided the drivers of such teams shall be members in good standing of any recognized teamsters' union. When the union has been applied to and cannot furnish outside men to equip teams, employers may put inside men temporarily on teams. Material purchased on the terms f. o. b. brewery premises shall be exempt from the provisions of this article.

2. In case of sickness of, or accident to, any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within three months.

3. Extra help employed during the busy season shall not be considered as regular employees, and shall be entitled to temporary employment only.

4. In case of slack business, as many men as necessary may be laid off in equal rotation, not longer than one week at a time, all men taking their turn, except the first man in each department.

5. Each workman shall have the right to board and live where he chooses, and no help shall be hired on the recommendation of customers.

6. Extra work done in and around the breweries shall only be performed by union men of their respective crafts.

7. Services done by employees in the interest of and for the benefit of the Union, except where it interferes with the duties of the employee, shall not be cause for discrimination or discharge.

8. No teamster shall be required to deliver hogheads on route alone, and assistance shall be given to teamsters in the delivery of barrels on route when necessary. No man shall be required to pile full halves "three high" in the brewery.

9. When men have to change from cold to warm departments, and vice versa, they shall be allowed time to change their clothes.

10. Only union-made malt shall be contracted for to manufacture beer, ale or porter.

11. One employee shall be allowed for every 25 employees or fraction thereof. Such apprentices shall be instructed for two years in all the branches of the trade, and shall then become members of the union, after having passed a satisfactory examination before the same. No apprentice shall work longer than this agreement stipulates. The apprentice shall not be less than 16 nor more than 20 years of age.

12. Nine hours, in 10 consecutive hours, except as provided for below, shall constitute a day's or night's work, one hour being allowed for dinner. The regular day's work shall commence at 7 o'clock A.M., but in cases where men are obliged to go to work before 7 A.M., excepting teamsters starting at

6 o'clock A.M., or later, arrangements shall be made for the men to get their breakfasts. Men taking two hours for meals shall work nine hours in 11 consecutive hours. No man shall refuse to go to work before 7 o'clock A.M., if requested. Six days or six nights shall constitute a week's work, except for night watchmen, or stablemen, who shall work seven days or seven nights.

13. Sunday work shall be entirely suspended unless absolutely necessary, and in case of such necessity 35 cents per hour shall be allowed for each hour and fraction thereof, except to drivers, strikers, and stablemen, who shall clean their horses in the morning without extra allowance; also one of them alternating shall help the first stableman to feed and bed the horses in the afternoon without extra pay, but all Sunday work shall cease at 9 A.M. Harnesses and wagons shall be cleaned when necessary during working hours, but not on Sunday.

14. On legal holidays and election days work shall be paid for at the rate of 35 cents per hour, unless a full day's work is done, when regular rates shall be paid.

15. First man in cellar, first man in fermenting room, first man in brewhouse, and first man in washhouse at the rate of \$18 per week. Men in cellar, fermenting room, and brewhouse at the rate of \$16 per week. Men in washhouse at the rate of \$15 per week. Night watchmen, seven nights per week, at the rate of \$17 per week. Route drivers at the rate of \$17 per week. Depot drivers at the rate of \$16 per week. Strikers at the rate of \$18 per week. First man in stable, seven days per week, at the rate of \$17 per week. Night man in stable, seven nights per week, at the rate of \$17 per week. Other men in stable at the rate of \$14 per week.

16. Trip strikers shall be hired by the day, and any striker driving a team for half a day shall receive driver's wages.

17. In the cellar, brewhouse, fermenting room and washhouse one man shall be considered the head of the department, and shall receive pay accordingly.

18. Permanent employees and extra men shall do whatever work may be required of them. But in performing duties other than the regular work for which they are employed, they shall be paid the schedule rates for the work performed, but in no case shall the pay be reduced. No division of time shall be made for less than half a day. No outside man shall be required to work in cellar, fermenting room, mash floor or to wash casks. Stablemen working seven days or nights shall be allowed one day or night off every two weeks without loss of pay.

19. When required to work overtime the pay shall be 35 cents per hour; no man shall refuse to work overtime.

20. Pay day shall be weekly.

21. In case of grievances or differences between the employer and employees, on any matter except the discharging of men and other cases not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of any national or international union, the members of which are employees of brew-

eries; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewery industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both the employer and employees shall abide by the decision of said committee or State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

22. Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president or general manager whose decision shall not be subject to arbitration. At such hearing the Business Agent of the Union may be present.

23. This contract is to remain in force until March 1, 1904, and continue annually unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least 60 days prior to March 1.

BOTTLERS AND DRIVERS.

United Brewery Workmen of the United States, Local No. 122, Bottlers and Drivers, and Bottling Establishments.

1. None but members of Union 122 of the United Brewery Workmen shall be employed in bottling establishments. Boys under 21 years, women and girls not included in this contract. Girls and boys shall do such work as hand labeling, hand wiring, tin foiling and putting on wrappers. All men now employed shall be privileged to join the Union without prejudice or the payment of back assessments. In case the Union is unable to furnish a man satisfactory to the employer in case of need, it shall be the privilege of the employer to engage any man he wishes, and such employé shall then be admitted to the Union.

2. Ten hours shall constitute a day's work.

3. (a) When requested to work overtime no man shall refuse.

(b) No man shall be obliged to work on Sunday except teamsters or strikers, who shall give one hour to take care of their horses.

4. No overtime shall be allowed to route drivers or strikers except when required to do other than their regular work.

5. In case of prolonged illness of any employé he shall be entitled to the first chance of employment after regaining his health.

6. Employés under this agreement shall be discharged only for cause, such as incompetency, drunkenness, negligence, disobedience, dishonesty or disrespect to employers or foreman.

7. In case of slack business as many men as necessary may be laid off alternately not longer than one week at a time, all men taking their turn as far as possible without interfering with the business.

8. Men employed in bottling establishments for 12 consecutive months shall be considered as regular employés.

9. Extra help employed during the busy season shall not be considered as regular employés and shall be entitled to temporary employment only.

10. Vacancies among the regular employés may, if needed, be filled from the extra help hired.

11. No help shall be hired on the recommendation of a customer.

12. Teamsters or strikers handling or delivering bottled goods shall belong to the National Brewery Workmen's Union. Inside men may be used as strikers.

13. Foremen employed in the bottling establishments shall not do work belonging to members in this Union.

14. Minimum rate of wages follows:

Drivers,	\$15 per week
Strikers,	\$13 " "
Machine operators,	\$14 " "
Bottlers,	\$14 " "
Packers,	\$13 " "

Overtime shall be paid 30 cents per hour.

15. Men employed in the bottling department shall be paid not less than \$2 a day.

16. In shops where the work is not sufficient to keep the machine operators and bottlers constantly employed in their positions as machine operators and bottlers they may be employed in other work in the bottling shop for half a day or more, and during such time as they are employed in other work they shall be paid at the rate of \$2 a day.

17. No present wages shall be reduced.

18. Arbitration. Grievances or differences between employers and employés, if they cannot be adjusted between a committee of the employés of the establishment and employers, shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, two by the employés, and the fifth by the four men so appointed; or the case may be submitted by mutual consent to the State Board of Arbitration, and both the employer and employés shall abide by the decision of said committee or State Board of Arbitration.

19. This contract is to remain in force until April 1, 1901, and to *continue annually* unless notice has been given three months before the first of April in each year by either party.

This contract goes into effect from July 23, 1900.

CUSTOM TAILORS.

Employing Custom Tailors and Local Union No. 223, United Garment Workers of America.

The party of the first part, in consideration of the payment of one dollar, the receipt of which is hereby acknowledged, and other considerations, agrees with the party of the second part to employ only members in good standing of the Union of the second part, in the making and manufacturing of any and all garments made or manufactured partly or wholly, or work of any kind which is done in the line of work performed by the said party of the first part.

It is further agreed by the employer that he will not retain any garment worker in his employ after being notified by the said Union that such employé is objectionable to the Union either on account of being in arrears for dues or disobedience of Union rules or laws, or any other cause.

It is further agreed by the employer that all hands now working by the week shall continue to work by the week, and that they shall receive payment once a week. It is also agreed that piece workers shall be paid weekly.

It is further agreed that nine hours shall constitute a day's work, except in case of necessity, when help employed more than nine hours a day shall receive payment for such overtime at the regular

rate paid them. Under such circumstances, time of more than half an hour shall be counted as an hour.

It is further agreed by the employer that the hands employed by him during the busy seasons shall be retained by him through the dull season and not be discharged.

It is agreed that no help employed under this agreement shall be discharged by the employer without first notifying the Union, and if the Union regards the discharge as unfair or unjust, such action shall be referred to arbitration, said hands being retained until the arbitrators, who shall be chosen equally by both sides, shall have rendered a decision.

It is agreed by the employer that the Business Agent of the Union shall have the right to visit the shop or shops and workroom or workrooms used by the employer, for the inspection and examination of the same, or for the purpose of consulting any member or members of the Union at any time.

It is further agreed that the scale of wages for pressmen and operators shall be that in the list accompanying this agreement, and that the wages of other employes hired under this agreement shall be the same per day as they were paid previous to the signing of this agreement.

It is agreed by the Union that it will furnish all the help needed by the employer in his business, providing it is possible to do so, upon 24 hours' notice.

This agreement shall go into effect March 15, 1903, and shall continue in effect until March 15, 1904.

TEAM DRIVERS.

Master Teamsters Association and Team Drivers International Union, Local 25.

1. Eleven hours in twelve, from 6 A.M. to 6 P.M. shall constitute a working day. Said time shall commence from time of reporting at stable till time of dismissal at night. One hour, on or as near the usual hour, 12 to 1, as possible be allowed for dinner.

2. All time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays and legal holidays, which shall be paid for at the rate of double time. (It is understood that men shall care for horses on the mornings of Sundays and holidays and pile sleds on one holiday without extra pay, and that in no case shall the payment for a holiday be deducted. If a man is called upon to work on a holiday, he shall be paid 25 cents per hour additional.)

3. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, June 17th, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas. Under no circumstances shall any member of the organization be required to work on Labor Day. The days herein named shall not be deducted from the regular weekly wages.

4. All outside lumpers shall receive 40 cents per hour, and all time over and above said 11 hours shall be paid for at the rate of time and a half, i.e., 60 cents, fractional parts of an hour to be paid for at the rate of one hour.

5. Regular lumpers shall receive not less than \$14 per working week. Laborers shall receive \$12 a week. A lumper is one who takes responsibility and directs operations; a laborer, one who has no responsibility and only uses physical energy.

6. The minimum rate of wages per week for drivers shall be as follows:

1-horse light wagons,	\$11
1-horse heavy wagons,	12
2-horse wagons,	14
3-horse teams,	15
4-horse teams,	16
5-horse teams,	17
6-horse teams,	18

Fifty cents extra per day shall be paid for less than a working week. A substitute shall receive the same pay as the man whose place he fills.

7. In hiring teamsters in the future, members of the Team Drivers International Union shall be given the preference when of equal capacity and skill, and one member of the organization in each stable shall be allowed to act as representative of the organization, without discrimination.

8. A strike shall not be considered except as herein named. A strike ordered by the Team Drivers International Union shall not be an annulment of this agreement or a violation of the contract; should a strike be ordered by the Team Drivers International Union as above and a settlement and termination not be agreed to by both parties the question shall be submitted to the State Board of Conciliation and Arbitration, with both Committees, for conciliation and arbitration.

This agreement shall take effect Jan. 10, 1903, and continue in force until one year from date.

Gloucester.

QUARRY WORKERS.

Granite manufacturers and Quarry Workers Union of Cape Ann.

1. Working time in all departments to be the same as during last two years, i.e. nine hours.

2. Overtime to be paid for as time and one-half.

3. Men to be paid on regular pay day. Where monthly payments obtain, pay day shall not be later than the tenth day of each month.

4. An increase of one cent per hour to be paid to all quarrymen, laborers, engineers, and blacksmiths sharpening for quarrymen and paving cutters who were employed April 30, 1902, and who are members of Quarry Workers Union. One cent per hour to be advanced to men commencing May 1, 1903, if business warrants such increase. Thirty days' notice to be given.

5. An average of 20 men shall constitute a gang for one blacksmith sharpening paving cutters' tools.

6. Paving stock to be quarried on dimensions as near as practicable and consistent with other work.

7. When working by the hour, paving cutters to be paid 25 cents per hour.

8. Prices for cutting paving blocks shall be as follows: Large New York and Boston blocks, \$21.50 per thousand; large Philadelphia blocks, \$18 per thousand; Washington blocks (7 to 12 inches long, 3½ to 4½ inches wide, 5½ to 6 inches deep) \$16 per thousand; other blocks (7 to 9 inches long, 3 to 3½ inches wide, and 5½ to 4 inches deep) \$15.50 per thousand. On and after March 1, 1903, a further increase of \$1 per thousand to be paid on large New York, Boston, and Philadelphia blocks.

9. Special paving blocks other than those specified above to be paid for in proportion to the above rates.

10. Employes desiring to leave employers shall be paid in full within 48 hours.

11. Quarrymen while engaged in trimming paving blocks in vessels' holds shall be paid 25 cents per hour.

12. No discrimination to be shown by either employer or employés.

13. It is mutually agreed that any disagreement arising shall be settled by and between the employer and employés on the work where the dispute arises. Pending such settlement, it is agreed that there shall be no strike, lockout, or suspension of work. Failing to agree, the dispute shall be left to a committee of three, one to be selected by the manufacturers, one by the employés, the third, a disinterested party, to be selected by the two so appointed. The decision of the majority to be final.

14. This agreement to take effect May 29, 1903, to remain in force until May 1, 1904. Should either party desire a change at the expiration of said period, three months' notice shall be given previous to May 1, 1904.

GENERAL TEAM DRIVERS.

Team Drivers International Union, Local No. 266, and Employers.

1. Party of the second part does hereby agree to give preference in employment to members in good standing of T. D. I. U., and further agrees to assist the party of the first part, or their agents, in keeping their members in good standing.

2. (a) That 11 hours in 12 shall constitute a working day.

(b) That 66 hours shall constitute a working week.

(c) That one hour, on or as near the usual hour, 12 to 1, as possible, be allowed for dinner.

(d) That said time shall commence from time of reporting at stable, 6 A.M., till time of dismissal at night, 6 P.M.

(e) That all such time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays or legal holidays, which shall be paid for at the rate of time and one-half.

(f) That helpers shall receive \$10 per week, and same holidays as teamsters.

(g) Helpers' hours shall be from 7 A.M. till 6 P.M.

(h) It is mutually understood that any teamster receiving more pay than this schedule calls for shall not be subject to any reduction.

3. (a) The holidays recognized in this agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, and no member of the organization shall be allowed to work on Labor Day, except in case of necessity; the days herein named shall not be deducted from the regular weekly salary.

(b) It is understood that men shall care for horses on Sundays and holidays, but in no case shall be required to clean harnesses on said days.

4. The minimum rates of wages recognized by this agreement are as follows:

1-horse teams, . . .	\$10 per week.
2-horse teams, . . .	12 per week.
3-horse teams, . . .	14 per week.
4-horse teams, . . .	15 per week.

That pay shall be paid in full weekly except that 25 cents extra per day shall be paid for, for less than a working week.

5. The organization on its part agrees to do all in its power to further the interests of said firm, and also agrees to furnish competent union teamsters when needed, if possible.

6. (a) A strike to protect union principles shall not be considered a violation of this agreement.

(b) Should a strike be ordered by the party of the first part, namely, Local No. 266, T. D. I. U., and a settlement and termination not be agreed to by both parties, it shall be submitted to the State Board of Arbitration with both committees for conciliation.

7. That this agreement takes effect on April 6, 1903, and continues in force until one year from said date.

COAL TEAM DRIVERS.

Team Drivers International Union, Local No. 266, and Employers.

1. Party of the second part does hereby agree to employ none but members of T. D. I. U. in good standing, and carrying the regular working card of the organization, or those willing to become members at the end of two months.

2. (a) That 10 hours in 11 shall constitute a working-day from May 1 to September 1.

(b) That 54 hours shall constitute a working week from May 1 to September 1.

(c) That one hour, on or as near the usual hour, 12 to 1, as possible, be allowed for dinner.

(d) That said time shall commence from time of reporting at stable, 6 A.M., till time of dismissal at night, 5 P.M., from May 1 to September 1.

(e) That all such time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays or legal holidays, which shall be paid for at the rate of time and one-half.

(f) That helpers shall receive the going wages.

(g) Helpers' hours shall be from 7 A.M. till 5 P.M., from May 1 to September 1.

(h) It is mutually understood that any teamster receiving more pay than this schedule calls for shall not be subject to any reduction.

3. (a) The holidays recognized in this agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, and that under no circumstances shall any member of the organization be allowed to work on Labor Day; the days herein named shall not be deducted from the regular weekly salary.

(b) It is understood that men shall care for horses on Sundays and holidays, but in no case shall be required to clean harnesses on Sundays or holidays.

4. The minimum rates of wages recognized by this agreement are as follows:

1-horse teams, . . .	\$12 per week.
2-horse teams, . . .	13 per week.
3-horse teams, . . .	14 per week.
4-horse teams, . . .	15 per week.

That wages shall be paid in full weekly except that 25 cents extra per day shall be paid for, for less than a working week.

5. The organization on its part agrees to do all in its power to further the interests of said firm, and also agrees to furnish competent union teamsters when needed, if possible.

6. (a) A strike to protect union principles shall not be considered a violation of this agreement.

(b) Should a strike be ordered by the party of the first part, namely, T. D. I. U., Local No. 266, and a settlement and termination not be agreed to by both parties, it shall be submitted to the State Board of Arbitration with both committees for conciliation.

7. That this agreement takes effect on May 1, 1903, and continues in force until one year from said date.

Haverhill.

SHIRT, WAIST, AND LAUNDRY WORKERS.

Employers and Shirt, Waist, and Laundry Workers International Union, Local No. 144.

In consideration of the use of the union trade label or stamp, the employer agrees to abide by the following conditions.

1. The employer agrees to employ none but good standing members of the Union in each branch or department; this includes every employé with the exception of one bookkeeper. New help must secure permit.

2. That in accordance with state laws regarding work shops all sanitary conditions shall be observed.

3. Nine hours shall constitute a day's labor. Under no condition shall the employer ask or allow any employé to work overtime, except as provided as follows: in case of fire, flood, breakdown or extreme exigency the employer may work his help overtime after having gained consent of the Executive Board of the Union. All employés working overtime under these conditions shall be paid at the rate of time and a half for overtime work. The hours of labor shall be between 7 A.M. and 6 P.M.

4. The employer shall abide by the Union conditions as entered into each branch or department.

5. It is agreed that the Union will not cause or sanction a strike, or the employer will not lock out his or her help, while this agreement is in force.

6. The minimum wage for all washers and polishers shall be \$12 per week. The minimum wage for all starch ironers shall be \$1.50 per day or \$9 per week. The minimum wage for big hand ironers shall be \$1.50 per day or \$9 per week. The minimum wage for all women employés outside those mentioned above shall be \$1.25 per day or \$7.50 per week.

7. No employé shall be cut down (nor shall his successor) who is receiving more than the minimum wages mentioned in the foregoing article.

8. All questions of wages or conditions of labor that cannot be mutually agreed upon, shall be submitted to a board of arbitration composed of one person to represent the employer, one person to represent the Union, these to select a third member of the board. The decision of this board shall be final and binding upon both parties.

9. The employer agrees not to run his or her laundry on any legal holiday or day that a legal holiday is observed. All help working generally six or five days per week shall receive a full week's pay on all holiday weeks, whether working by the hour, day, or week. The Union agrees to work overtime on holiday weeks, not exceeding two hours on any one day, but whether working overtime or not shall receive pay as provided in this article.

10. The union trade label or stamp is the property of the Union, and shall be in the possession of a member designated by the Union. On the expiration of this contract the employer agrees to return all labels, cuts or stamps furnished, without cost to the Union, and to surrender all claims to their further use.

11. The Union agrees to exert its power as a labor organization to advertise and benefit the business of the employer.

12. This agreement is not transferable.

13. This agreement shall take effect May 1, 1903, and expire May 1, 1904. Should either party desire to alter, amend, or annul this agreement, they shall give written notice thereof three months prior to its expiration; after that time it cannot be altered, amended or annulled.

Holyoke.

COAL HANDLERS AND HELPERS.

Coal Dealers of Holyoke and Vicinity and the Coal Handlers and Helpers Union of Holyoke and Vicinity.

1. Wages shall be regulated as follows, and the minimum shall be as specified herein, and 10 hours shall constitute a day's work, holidays excepted.

2. Double team drivers shall receive pay as compensation at the rate of \$12 per week. Single team drivers shall receive pay at the rate of \$11 per week. Helpers shall receive pay at the rate of \$10 per week.

3. The holidays we shall not work and shall receive pay for are Christmas Day, Labor Day, Fourth of July, Thanksgiving Day, May 30th, and April 19th.

4. We shall receive a half-holiday on each Saturday in the months of June, July, and August, stopping work at 12 o'clock, noon. We shall receive the same pay for this half-day as if we worked all day.

5. Any man who reports for work in the morning at the usual time and was not notified the night before not to come to work, if told in the morning there will be no work for him, shall receive his pay for that day.

6. All men who went out on strike shall be reinstated to their former positions, and no discrimination shall be allowed because of any action of any member during any time of the strike.

7. That all men who have been hired to take our places shall be discharged before we return to work.

8. Any man who goes to work in any of the yards as a helper or teamster and is not a member of our Union shall, after one week, make application to join our Union.

9. Any helper who has been receiving \$1.75 heretofore shall not be cut down; but shall continue to receive the same for 10 hours' work.

10. This agreement shall go into effect June 8, 1903, and remain in force for one year.

11. In the future, when there is a desire to have this agreement changed on or after the time set forth in this document either by the Coal Handlers and Helpers Union or by the coal dealers, notice must be served on either party two months in advance of the time the desired change shall go into effect.

Lowell.

BAKERS.

Employers and Journeymen Bakers and Confectioners International Union of America, Local No. 169.

1. Employers to employ only members of Bakers and Confectioners Union No. 169, who are in good and regular standing and who shall be hired directly through the Union.

2. Minimum wages a week: Foremen, \$18; second hands, \$15; bakers, \$13. One underhand in a shop of five men or fraction thereof. Any em-

ployer in need of a jobber shall pay not less than \$3 a day, and \$3.50 a day for foremen. Sunday work included to pay for holidays.

3. Employés shall not work more than 10 hours a day or 60 hours a week.

4. Union No. 169 to furnish to employers at any time as many men as possible.

5. Agreement to go into effect May 1, 1903, for one year.

Lynn.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators Association of Lynn and Vicinity and Union No. 111 of the Brotherhood of Painters, Decorators, and Paperhangers of America.

Wages. The minimum rate of wages shall be 38 cents per hour for house painters and decorators.

The sections headed Hours of Labor, Working Hours, Overtime and Holidays (except that Patriots' Day is not included), Pay Day, Waiting Time, Car-fares, Traveling, Tools and Materials, Specialties, Employment, and Agreement have been omitted from the foregoing agreement, as they are identical with said sections under corresponding rules and regulations of Boston (Master Painters and Decorators of Boston and Vicinity and Union No. 11), to which we would refer our readers.

BAKERS.

Master Bakers and Journeymen Bakers and Confectioners International Union of America, Local No. 182.

1. That the party of the first part will at all times in the conduct of his or her business employ only members of the Bakers and Confectioners International Union of America who are in good standing, and will hire them through Local No. 182, if possible.

2. That said members shall not work over 10 hours per day, except on the week of a holiday, when they shall not work over 50 hours per week, and no member shall work over two hours overtime in any one week, overtime to be at the rate of 40 cents per hour.

3. Shops employing only one baker—if in charge, he shall receive not less than \$18 per week; if he has a helper, he shall receive \$20 per week.

4. Shops employing more than one baker—the foreman shall receive not less than \$20 per week; the second hand, not less than \$16 per week; all bench hands, not less than \$15 per week. No Sunday work allowed.

5. One helper is allowed to each shift, whether night or day.

6. When a jobber is employed he shall receive not less than \$3 per day of 10 hours; overtime at the rate of 40 cents per hour.

7. The Secretary, or any members with credentials from the Union, shall be admitted to any shop.

8. Employers shall procure labels from this Local at the rate of six cents per 1,000 for plain and 7½ cents per 1,000 for combination, and agree to place them on all large bread.

9. The party of the first part agrees, if he shall at any time break any part of this contract, to forfeit all labels in his possession to this Local, who agrees to return said labels at same price paid by him.

10. That no strike will be declared on any shop until it has been referred to an arbitration com-

mittee composed of three members from this Local and three employers.

11. If any member reports for work under the influence of liquor and unfit for work, his employer or foreman shall report the same to this Local, who shall impose a fine on said member.

12. No member of this Local shall board with his employer.

Both parties of this agreement agree that this contract shall be in force from May 4, 1903, up to and including April 30, 1904.

GENERAL TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. That the teamsters report at stable at 6.45 A.M.

2. That the teamsters have a regular dinner hour.

3. That a working-day shall be 10 hours from 7 A.M. to 6 P.M., Saturdays 7 A.M. to 5 P.M. One hour for dinner.

4. Overtime shall be paid for at the rate of 25 cents per hour; all work of less than one-half day shall be paid for as overtime.

5. Teamsters reporting at the stable Sundays or holidays to clean horses or wagons to receive \$1 for same.

6. That the pay for single teams shall be \$12 per week, and a double team shall be \$14, payable weekly.

7. That lumpers shall be paid at the rate of \$11 per week, and should they take the places of regular drivers, they shall be paid the same rate as the men whose places they take.

8. Men to be discharged for dishonesty, incompetency, or intoxication.

9. Wagons to be cleaned once a week, on the company's time, from May 1 to November 1.

10. Members of Local No. 42, Team Drivers International Union, to be given preference of work.

11. Drivers to be responsible for all breakage or loss caused by carelessness or negligence.

12. That the Business Agent shall upon request be shown the payroll of any firm signing this agreement.

That this agreement take effect December 15, and continue for one year to December 15, 1903.

COAL TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. Teamsters shall report at barn, clean horses, and be ready to go on scales at 7 A.M. Day's work shall end at 5.30 P.M., excepting Thursday; Thursday at 4.30 P.M., with regular dinner hour each day.

2. That all overtime shall be paid for at the rate of 25 cents per hour, and work of less than one-half day shall be paid for as overtime.

3. That one-horse teamsters shall be paid \$12 weekly.

4. That two-horse teamsters shall be paid \$14 weekly.

5. That screeners be paid \$12 weekly.

6. That three-horse teamsters shall be paid \$15 weekly.

7. That any teamster who is obliged to report at the barn on Sundays or holidays shall receive \$1 for the same.

8. That members in good standing of Local 42 shall be given preference of work at all times.

9. That screeners shall report at wharf at 7 A.M. and quit work at 5.30 P.M., with regular dinner hour, excepting Thursday; Thursday at 4.30 P.M.

10. That the business agent of T. D. I. U., Local No. 42, shall, upon request, be shown the payroll of any firm that signs this agreement.

11. That men may be discharged for incompetency, dishonesty, gross carelessness, and intoxication.

12. That the Union be allowed a representative on each wharf, and no discrimination be used.

13. That this schedule go into effect Dec. 30, 1902, and continue till Dec. 30, 1903.

ICE TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. Route drivers to be paid \$15 per week from May 1 to Nov. 1.

2. Drivers to be paid \$12 per week from Nov. 1 to May 1.

3. Drivers of supply wagons to be paid \$12 per week.

4. Strikers or helpers to be paid not less than \$12 per week, but should they take the place of a regular driver, they are to receive the same pay as the man whose place they take.

5. All Sunday work must be done between 5 A.M. and 12 M., and shall consist of cleaning horses and loading wagons. No ice to be delivered on Sunday.

6. Holiday work to be the same as Sunday, except those falling on Saturday or Monday; this applies to Lynn, Saugus, and Swampscott.

7. Men to be paid in full for all holidays.

8. Members of Local 42, Team Drivers International Union, to be given preference of work.

9. Men to be discharged for dishonesty, incompetency, and intoxication.

10. That the Business Agent of Local 42 shall upon request be shown the payroll of any firm signing this agreement.

11. When men haul coal they shall receive the same pay as coal drivers.

12. This agreement to take effect May 1, 1903, and continue till May 1, 1904.

Malden.

TEAM DRIVERS.

Employing Team Drivers and Team Drivers International Union, Local 314.

1. In hiring teamsters or helpers members of Local No. 314 shall be given the preference, when of equal capacity and skill.

2. Working hours of teamsters shall be from 6 A.M. to 6 P.M.; wharfmen, from 7 A.M. to 6 P.M. This schedule to obtain throughout the year with the exception of Saturday from April 1 to Oct. 1 when the hours shall be for teamsters from 6 A.M. to 1 P.M.; for wharfmen, from 7 A.M. to 1 P.M.

3. The wages of single teamsters, \$12 per week; double teamsters, \$13 per week; wharfmen, \$12 per week. Teamsters shall be paid the above rate of wages for all holidays and wharfmen for three holidays, Fourth of July, Thanksgiving and Christmas, whether they are required to work or not.

4. It is understood that the question of overtime shall be dealt with justly, and men detained at night beyond reasonable length of time shall be paid or allowed extra time off. Men required to work on Saturday afternoon from April 1 to Oct. 1 shall be paid for overtime at the above rate of wages.

5. Agreement to take effect April 1, 1903, to remain in force for one year from said date.

North Adams.

BAKERS.

Master Bakers of Berkshire County and Bakers and Confectioners International Union, Local No. 203.

It is hereby agreed that the party of the first part will at all times, in the conduct of his or her business, employ only members of the Journeymen Bakers and Confectioners International Union.

And it is further agreed by the party of the first part not to require said Union men to work more than 10 hours a day, and no more than six days a week.

The scale of wages shall be: Foreman, \$13; second hand, \$12; any journeyman working with the master, \$15 per week; all jobbers to receive \$3 for 10 hours' work; the walking delegate or committee to have the privilege of going into the work shop.

And also agreed, that the Union Label be placed on every loaf of bread. The cost of the label is to be five cents per thousand to the Master.

The journeymen to have Labor Day as a holiday, but will notify the master one week previous how it will be arranged, so as to have bread the next day.

Also agreed, that one apprentice only is allowed with any shift of from one to three journeymen; that no apprentice is allowed to start to learn the trade above the age of 20.

In case any journeyman reports for work in an intoxicated condition, and the same is brought to the notice of Local Union 203, the said journeyman shall be fined.

In case of any differences between both parties, it shall be left to a committee to arbitrate.

In case of the non-compliance of the above mentioned rules, the Union reserves the right to withdraw the Label.

This contract, entered into May 18, 1903, to remain in force for one year.

Pittsfield.

HACK DRIVERS.

Employers of Hack Drivers and Hostlers Union, Local No. 458, of Team Drivers International Union.

1. No member of this Union shall work for less than \$12 per week. None but Union drivers shall be employed. The hours of labor shall be the same as at this date.

2. Men who quit work at 8 o'clock P.M. and are requested to stay or drive shall receive overtime pay at the rate of 15 cents per hour.

3. Each stable shall be allowed one boy to drive single teams and such.

4. For emergency calls only, any desirable drivers available may be engaged, provided all Union men are employed at time of calls.

5. Extra driving for funerals to be 50 cents for each funeral in this city.

Above agreement to take effect May 1, 1903, and continue in operation until May 1, 1904.

Quincy.

STEAM ENGINEERS.

Employers and International Union of Steam Engineers, Local No. 79.

1. Eight hours shall constitute a day's work; the hours of labor shall be the same as other employees, subject to Art. 5 (a).

2. (a) The minimum rates of wages shall be as follows: Any engineer having charge of or operating any stationary plant shall receive a minimum of \$15; the average rate shall be \$16, per week of forty-eight hours, holidays included.

(b) Any engineer having charge of or operating any hoisting or portable plant shall receive a minimum of \$15 per week of 48 hours, holidays included.

(c) Any engineer operating a skeleton engine shall receive a minimum of 25 cents per hour, and those now receiving 25 cents per hour shall receive an increase of five per cent.

3. All overtime ordered by the employer aside from the care of the plant shall be paid for extra at the following rates: Regular working days, at the regular rate; Sundays, time and a half; Decoration Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, one-half time in addition to the regular pay.

4. No engineer in charge of a boiler shall be required to leave his engine to perform other duties unless his fire is banked or other engineer left in charge.

5. (a) The members of our union shall perform their duties faithfully and in a workmanlike manner, ready to start all machinery in their charge at the proper time required by the official of the party of the first part and to keep their engines and boiler in proper working order, and the time required for raising steam and getting ready to start shall not be considered overtime.

(b) The party of the second part further agrees that in case of any trouble or misunderstanding between the parties of this agreement, work shall proceed pending an adjustment by committees from the parties to this agreement. But none of the definite articles of this agreement shall be referred to a committee.

(c) And it is hereby further agreed that engineers working under this agreement wishing to change over or leave the employment of the party of the first part, shall give at least one week's notice that the mutual interest of both parties of this instrument may be best conserved and maintained.

6. This agreement shall take effect April 1, 1903, and continue until April 1, 1905.

Should either party desire a change in this agreement at its termination, three months' notice must first be given previous to April 1, 1905. If no notice of change is given by either party three months previous to April 1 of any year, the agreement then in force shall continue in force from year to year from that date. In case any change is desired, committee shall be appointed by the parties to this agreement, and in case they fail to agree, the matter shall be referred to a board of arbitrators, made up of three members of the party of the first part and three members of Local No. 79 of the International Union of Steam Engineers, they to select a seventh member; and the decision of this Board shall be accepted as final by both parties thereto.

The expense incident to arbitration shall be apportioned equally to the two bodies.

Springfield.

BAKERS.

Journeyman Bakers and Confectioners International Union, Local No. 142, and Employers.

1. On and after May 1, 1903, 60 hours shall constitute a week's work.

2. Wages for foremen not less than \$16; for second hands not less than \$13; bench hands not less than \$11. No reduction to be made in present wages.

3. In all bakeries only union men shall be employed.

4. Labor Day being a legal holiday, no labor shall be performed after 11 A.M. unless paid time and one-half.

5. Wages shall be paid weekly.

6. All employers complying with the above rules shall be supplied with the Union Labels free of charge, to better the conditions of the trade.

7. In addition, Bakers Union No. 142 will advertise free all shops complying with and living up to the above rules until May 1, 1905; and give 30 days' notice of any change desired, Central Labor Union to enforce the agreement.

8. All misunderstandings or grievances arising between employer and employé shall be arbitrated by an arbitration board consisting of three persons; one to be selected by the employer, one by the Union, these to select the third, and their decision to be final.

LAUNDRY WORKERS.

Employers and Local of Shirt, Waist, and Laundry Workers International Union.

1. The employer agrees to employ none but good standing members of the Union in each branch or department except office hands and heads of departments. Engineers are exempted.

2. That, in accordance with State laws relating to workshops, all sanitary conditions shall be observed.

3. That 54 hours shall constitute a week's labor. No reduction in wages to be made on account of reduction of hours of labor. Drivers are exempted.

4. The employer shall abide by the Union conditions as entered into and agreed upon in each branch or department.

5. It is mutually agreed that the Union will not cause or sanction a strike, or the employer will not lock out his employés while this agreement is in force.

6. All questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to a board of arbitration composed of one person to represent the employer and one person to represent the Union, these to select a third member of the board.

7. The decision of a majority of this board shall be final and binding on the employer, the employés, and the Union.

8. Said label or stamp is the property of the Union and shall be in possession of a member designated by the Union. It is further agreed that on the discontinuance of this contract, the employer agrees to return all labels, cuts or stamps furnished, without cost to the Union; and to surrender all claims to their further use.

9. The Union on its part agrees to exert its power as a labor organization to advertise and to make all reasonable effort to benefit the business of the employer.

10. This agreement shall not be transferable.

11. This agreement, entered into March 11, 1903, shall remain in force until March 11, 1904. Should either party desire to alter, amend, or annul this agreement, they shall give a written notice thereof three months prior to the expiration of the term of this agreement.

12. Inexperienced hands to be allowed 60 days' apprenticeship before being compelled to join the Union. Old hands to be allowed 30 days from date to join the Union.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators Association and Brotherhood of Painters and Decorators of America, Local No. 257.

Hours of Labor. From first Monday in April, 1903, to first Monday of April, 1905. Not more than eight hours' labor shall be required in the limits of the day, except it be as overtime, with payment of same as provided for.

Working Hours. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. (one hour for dinner during February, March, April, May, June, July, August, September, and October). During November, December, and January it shall be optional with the masters whether they work half hour at noon and quit work at night accordingly.

Rules of Labor. Any master painter or decorator of the party of the first part may work at any time with his men or alone as he may wish, and any master painter or decorator of the party of the first part shall be allowed to enter into any contract with any other master painter or decorator, provided that all work under said contract shall be performed by union men so far as said union shall furnish or supply men to perform labor of the kind and quality required by said contract.

Overtime and Holidays. All overtime shall be paid as time and one-half except Sundays which shall be paid for as double time, but in no case shall employes be required to work on Labor Day. When a workman intentionally evades working his full eight hours, he shall be reported by the employer, and disciplined by the Union, and the employer will deduct double time for the time lost in such cases.

Wages. The minimum rate of wages shall be 37½ cents per hour for house painters and paperhangers.

Pay Day. Wages to be paid weekly between 5 and 6 P.M. of the established pay day of each employer.

Traveling. When workmen are sent out of town outside of the regular working hours, they shall be paid for the time actually spent in traveling at the same rate as they are paid for labor, except that in no case shall they receive more than eight hours' pay in each 24 hours of consecutive travelling time.

Subcontracts. All members of Union 257 hereby agree not to contract or subcontract any work by the piece, day, or job, for themselves or others.

Apprentices. This section is the same as corresponding section under Boston (see page 158) except as to number of apprentices. The rule pertaining thereto for Springfield reads as follows: Each shop shall be entitled to one apprentice provided said shop employs at least two journeymen on an average. Each shop shall be entitled to one additional apprentice for each six additional journeymen employed, but in no case shall any shop be entitled to more than three apprentices.

Employment. This section is the same as corresponding section under Boston (see page 158) with the following addition: The Union shall immediately notify in writing the secretary of the Master Painters' Association whenever a shop card is

granted to any person. No member of the Union shall be allowed to work more than eight hours in any one day for any master painter or decorator, except as provided in section relating to hours of labor, nor shall such member under any circumstances be allowed to work for any other person after working said eight hours. Any member violating this section shall be subject to a fine of \$10 for each and every offence and this fine shall not be remitted by said Union under any circumstances.

Should any misunderstanding arise under this agreement which cannot be adjusted by the two parties the question shall be submitted to an arbitration board to consist of two members to be selected by the master painters, two by the Union, and these four to select a fifth member. No member of this board shall be a master painter or a member of the Union. The decision of this board shall be binding and final. It is also agreed that if either party fails to live up to this section the other party may bring the matter to the attention of the Central Labor Union, and the Central Labor Union pledges itself to compel its enforcement.

This agreement shall be and become in full force and effect as soon as it has been executed in duplicate by the parties hereto, and shall continue in full force and effect until April, 1906, and for such time thereafter as is provided by the following: If either party hereto desires to amend or terminate this contract on said April, 1905, or at any time thereafter, said party shall give to the other party notice in writing of its intention at least three months before said party desires to amend or terminate this contract.

Under the agreement, the employers agree to hire only Union men, provided the Union shall furnish a sufficient number of competent workmen. The Union agrees that members shall work only for members of Master Painters and Decorators Association.

The sections headed Waiting Time, Out-of-town-work, Tools and Materials, and Car-fares have been omitted from the above agreement as they are identical with corresponding sections of similar agreement under Boston (see page 158).

Worcester.

GRANITE CUTTERS.

Employers and Branch of the Granite Cutters National Union.

The wages of granite cutters shall be 37½ cents per hour minimum. Eight hours shall constitute a day's work. Tool sharpeners to be paid the same as cutters. Thirteen cutters shall constitute a sharpeners' gang. Where a power grindstone is not used, 11 cutters shall constitute a gang.

The employer has the privilege of adding one or two extra men to the sharpeners' gang by paying 25 cents per man; and all extra kits, on being taken out, shall be taken note of, and no men of the original gang loafing shall be counted out. A drill sharpeners' gang shall not consist of more than 16 men.

All over eight hours, done at the request of the employer, shall be counted once and one-half for overtime. Double time for Sundays and holidays.

Hours of starting to be left to the employer, from 7 till 8 A.M.; one hour nooning.

Wages to be paid weekly, not more than three days' pay to be retained.

All workmen discharged to be paid at once in cash. Workmen leaving voluntarily to be paid in money or bank checks.

Workmen to be paid during working hours.

Sheds to be heated in cold weather. Men working outside of sheds to receive 25 cents per day over the regular rate. Suitable sheds shall be provided for cutters for shelter from sun and rain.

One apprentice to be allowed to each gang, and an agreement drawn up between employer and apprentices to have them serve three years with one firm, and that no improvers be allowed. All work-

men of the granite-cutting machines to be members of the Granite Cutters National Union.

The above bill of prices and regulations to take effect March 1, 1903, and shall continue from year to year.

Should either party desire a change three months' notice shall be given previous to March 1 of any year.

Any dispute arising between employers and employés on the above agreement shall be submitted to a committee representing employers and employés, said committee to be known as the "Grievance Committee."

PROPORTIONAL EARNINGS AND PRODUCTION.

There is no doubt that the prices of the necessities of life have advanced. It is equally true that, in a general way, the cost of all raw materials and the prices of manufactured goods have been increased. On the other hand, wages in many branches of business have been increased. Many statements have appeared in print contrasting the increase in prices with the advance in wages, but the percentages vary so materially that it is impossible to fix upon any of them as indicative of the absolute truth.

Contemporaneous with these fluctuations in prices and wages have been the organization of trusts, or industrial combinations, and the great increase in the number and membership of the trades unions. The employers wish, naturally, to raise prices and increase profits, while their employés, as naturally, desire a reduction in the hours of labor and an increase in pay. This is the mathematical part of the labor problem, and being mathematical, the solution depends upon the proper collection and arrangement of reliable statistics which will show whether labor's share has or has not kept pace with the profits of capital.

Prof. John R. Commons writes in the *Review of Reviews*:

"While the wage earner has gained in two ways—increase in rate of wages and increase in amount of employment—the capitalist has also gained in two ways—increase in prices and increase in amount of production. If the wage earner works a larger number of days the employer gets a larger output. So that, with prices 40 per cent higher and wages 20 per cent higher, the wage earner's share of the increased production is less than his share of the smaller production. His command of comforts has increased, but the profits and rents from investments have increased still more.

The precession of prices and wages is characteristic of all periods of prosperity in all countries, but it is especially marked in the United States, where the tariff protects prices from foreign competition, while free immigration admits foreign workmen as competitors for wages. In the five years from 1898 to 1903 the imports of merchandise increased

66 per cent, while the number of immigrants increased 270 per cent. The rise in wages is checked by immigration, but the rise in prices is favored by protection."

Since the organization of the Bureau it has given particular attention to the gathering of statistics of wages and prices. By "wage" is meant the sum paid for a specified term of service, either day or hour, or the price paid for a specified quantity of work done, which is called piece work.

The first plan adopted for handling statistics of wages was to gather reports from a certain number of employés, and after dividing the sum total of the wage items by the number of persons, to present the quotient as an average wage. This figure in nearly every case was unreliable, and for reasons easily explained.

In the first place, the wages of men, women, and children were added together without discrimination; in the second place, figures for a large number of high priced working men or women were added to a similar number of quotations for lower paid employés, — the result being a high average wage. On the other hand, a very large number of low priced quotations might be added to a small number of high priced quotations, the result being a low average wage. The quotations were gathered at random, or were sent in in response to circulars, and the office could have no idea of the resulting average until after the returns had been aggregated.

Realizing the inherent defects, both in the manner of collection and presentation of wage statistics, an inquiry calling for classified weekly wages was introduced into the schedule for Annual Statistics of Manufactures. We copy the instructions given in the schedule upon this point:

Classified Weekly Wages. The object of this inquiry is to ascertain the number of persons receiving certain specified sums per week, whether paid by the day, week, or month. State the number of persons receiving under \$5 per week, the number receiving \$5 but under \$6 per week, etc., giving adults (males and females) and young persons separately as indicated by the column headings. These figures should be given for the week (or month) during which the largest number of persons was employed. If preferred, send a copy of your payroll giving amount paid to each adult and young person during the busiest week (or month). Salaried persons should be omitted.

Another form of the classified wage plan was called "Graded" wages. In this form of presentation, wages were considered as being high, medium high, medium, medium low, and low. All these plans or methods of collection and presentation are, however, deficient in one important respect; they do not show the amount actually earned by the workingman.

In 1886, it was provided by law that the Bureau should send out each year a schedule to manufacturers, calling for information which would show the condition of the great industries of the Commonwealth. Instruction 8 in the schedule issued for this purpose reads as follows:

Total Wages. The object of this inquiry is to ascertain the amount of wages paid during the year to all those who worked by the piece, day, week, etc., and whose labor directly produced or added to the value of the articles made. The total amount paid out in wages during the year ending December 31, or for the last financial year, should be given. Salaries of agents, managers, bookkeepers, salesmen, and others of this class, should be omitted. Only the wages paid to the persons actually employed in your own mill, factory, or shop should be returned.

Although this instruction calls for wages, it is evident that the figures returned would be the *earnings* or the actual amount paid to the persons employed during the year. Having these actual earnings and the number of persons to whom these amounts were paid, for each year from 1885 to the present time, and having also the value of goods manufactured in each of the years specified, it will be seen that there is a statistical basis for the comparison of earnings and production for the entire period from 1885 to 1902.

We have prepared a series of tables relating to the important industries of the State, which show the proportional earnings of employes in comparison with production. We present the one relating to Boots and Shoes.

Boots and Shoes.

Proportional Earnings.

(1890 : Males, 31,221; Females, 11,547; Average Yearly Earnings, \$513.76.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	73	27	1897,	92	69	31
1891,	98	71	29	1898,	90	69	31
1892,	104	71	29	1899,	91	69	31
1893,	97	69	31	1900,	90	68	32
1894,	96	70	30	1901,	94	69	31
1895,	95	70	30	1902,	96	68	32
1896,	96	69	31				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890,	474	\$34,533,551	31,221	11,547	42,768	\$807.46
1891,	567	36,609,613	30,774	12,569	43,343	844.65
1892,	731	43,165,985	35,312	14,423	49,735	867.92
1893,	712	37,711,998	31,318	14,071	45,389	830.86
1894,	688	33,943,486	28,804	12,259	40,863	830.67
1895,	544	28,994,038	25,019	10,722	35,741	811.23
1896,	605	34,061,691	29,161	13,102	42,263	805.95
1897,	675	38,761,196	32,974	14,814	47,788	811.11
1898,	644	39,801,786	35,650	16,247	51,897	766.94
1899,	688	44,513,306	38,686	17,357	56,043	794.27
1900,	673	48,222,576	40,390	18,898	59,288	813.36
1901,	692	52,289,187	42,733	19,596	62,329	838.92
1902,	661	53,176,032	41,924	19,300	61,224	868.55

The year 1890 is taken as the basis, and related figures are given for that year and for each year to and including 1902, the number of establishments considered, it will be noted, being different for each year.

The second column in that part of the table headed "Proportional Earnings" has for a heading "Proportional Representation as Compared with 1890."

In 1890, in 474 establishments, there were 31,221 males and 11,547 females employed in the manufacture of boots and shoes. The average yearly earnings were \$513.76, and in the table of proportional earnings this amount is considered as being represented by 100.

Reference to the table shows the figure 100 opposite the year 1890; opposite 1891 we find the figure 98, which indicates a falling off in that year of two points, or two per cent. In 1892 the proportion was 104, being a gain of four points, or four per cent, over 1890, and six points, or six per cent, over 1891. The figures for the succeeding years may be read in a similar manner. It will be noted that earnings were greatest in 1892, but that since that time the average yearly earnings have not been so great as they were in 1890, the highest figure being 97 in 1893 and the lowest 90 in 1898 and in 1900.

The proportion of the sexes is shown in the other two columns of that part of the table headed "Proportional Earnings." In 1890, out of 42,768 persons employed, 73 in each one hundred were males and 27 in each one hundred, females; in 1902, 61,224 persons being represented, 68 in each one hundred were males and 32 in each one hundred, females. In other words, the males had decreased five in each one hundred of the persons employed, and the females had increased the same number. In 1890, in each one hundred employés, the males were 46 in excess of the females; in 1902, in each one hundred employés, the males were but 36 in excess, a net loss of 10 in each one hundred on the part of the males.

The second part of the table, headed "Industry Product," requires some explanation. The first column, giving the years used in the comparison, the second, which states the number of establishments considered, and the fourth, fifth, and sixth columns, which present the number of males and females and those of both sexes employed in the industry, are self-explanatory.

The third column is headed "Industry Product." We extract from the Annual Statistics of Manufactures for 1892 an explanation of this term:

By "Industry Product" is meant the actual result of the productive forces in the industry, that is, the added value created above the value of stock and materials consumed. The values presented under the designation "Industry Product" are obtained by deducting from the total value of goods made in each of the specified industries the value of stock used, the difference being added value or actual product due to the industry. In the division of the proceeds of each industry, one part of this industry product is paid to the labor force in the form of wages, this being labor's share of the product. The balance constitutes a fund from which are paid freights, insurance, interest on loans (credit capital), interest on stock

(fixed or invested capital), rents, commissions, salaries, etc.; in fact, all expenses other than those for stock and wages. The remainder, if any, is the profit of the employer. The entire balance of the industry product remaining after the deduction of the amount paid in wages becomes a "Profit and Minor Expense Fund." . . . Of course, it will be understood that the term "Minor Expense" is relative. The expenses, some of which we have enumerated, paid out of this balance, are in themselves considerable in amount, and are only to be classed as "Minor" in comparison with the generally larger amounts expended for materials (stock) and wages."

The last column is headed, "Average Annual Industry Product per Employé," and is arrived at by dividing the total industry product for any given year by the number of persons employed. An analysis of the various points brought out by the table is deferred until the consideration of the summary, containing all the industries, is reached, for in that summary all the important points of comparison for the different industries considered are brought together, and much more can be learned from such a general comparison than from the consideration of a single industry.

We next present a series of nine other tables showing proportional earnings and industry product, for the industries designated as Carpetings, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, Paper, Woollen Goods, Worsted Goods, and for "All Industries."

Carpetings.

Proportional Earnings.

(1890: Males, 2,025; Females, 2,378; Average Yearly Earnings, \$360.86.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	46	54	1897.	96	49	51
1891.	104	46	54	1898.	94	51	49
1892.	107	45	55	1899.	103	50	50
1893.	102	45	55	1900.	104	49	51
1894.	98	47	53	1901.	100	50	50
1895.	103	47	53	1902.	119	51	49
1896.	95	49	51				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890.	12	\$2,796,543	2,025	2,378	4,403	\$635.14
1891.	12	3,845,161	2,149	2,523	4,672	823.02
1892.	12	3,238,907	2,279	2,786	5,065	639.47
1893.	11	2,640,133	1,951	2,384	4,335	609.03
1894.	11	2,139,131	1,760	1,984	3,744	571.35
1895.	11	2,855,013	2,154	2,429	4,583	622.96
1896.	12	2,371,772	2,074	2,158	4,232	560.44
1897.	12	2,466,305	2,265	2,357	4,622	533.60
1898.	12	2,378,468	2,127	2,076	4,203	565.90
1899.	12	3,089,008	2,295	2,268	4,563	676.97
1900.	12	3,017,796	2,241	2,368	4,609	654.76
1901.	9	3,508,559	2,275	2,298	4,573	767.23
1902.	10	4,048,438	2,670	2,536	5,206	777.65

Cotton Goods.
Proportional Earnings.

(1890: Males, 33,395; Females, 37,659; Average Yearly Earnings, \$335.44.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	47	53	1897,	100	50	50
1891,	102	47	53	1898,	96	51	49
1892,	103	48	52	1899,	99	52	48
1893,	102	48	52	1900,	108	52	48
1894,	96	48	52	1901,	108	52	48
1895,	98	49	51	1902,	114	52	48
1896,	99	50	50				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890,	157	\$37,984,223	33,395	37,659	71,054	\$534.58
1891,	157	37,904,125	33,821	38,139	71,960	522.57
1892,	158	44,027,119	35,673	38,537	74,110	594.08
1893,	149	40,777,686	35,299	38,241	73,540	554.50
1894,	148	33,091,913	32,753	35,482	68,235	484.97
1895,	157	42,113,908	37,897	39,444	77,341	544.52
1896,	169	36,848,019	39,029	39,029	78,058	472.06
1897,	163	36,426,626	39,572	39,572	79,144	460.26
1898,	169	41,080,646	41,332	40,063	81,385	504.77
1899,	158	47,084,813	45,809	42,681	88,490	532.09
1900,	162	59,332,759	48,481	44,144	92,625	640.57
1901,	157	47,549,111	46,561	43,108	89,669	530.27
1902,	158	56,920,481	49,012	44,790	93,802	605.82

Leather.*

Proportional Earnings.

(1890: Males, 5,953; Females, 121; Average Yearly Earnings, \$516.90.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	98	2	1897,	92	98	2
1891,	101	98	2	1898,	93	100	-
1892,	98	96	4	1899,	91	99	1
1893,	95	97	3	1900,	93	99	1
1894,	92	97	3	1901,	93	99	1
1895,	93	97	3	1902,	91	99	1
1896,	91	96	4				

* Included Leather Goods and Saddlery and Harness previous to 1898.

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890,	145	\$5,702,882	5,953	121	6,074	\$938.90
1891,	154	5,165,581	5,402	110	5,512	937.16
1892,	200	6,568,261	6,483	270	6,753	972.64
1893,	148	4,515,468	5,434	168	5,602	806.05
1894,	141	4,566,155	5,566	172	5,728	977.16
1895,	119	5,732,323	5,823	180	6,008	954.91
1896,	143	5,913,775	6,093	254	6,347	931.74
1897,	126	5,642,012	6,285	128	6,413	879.78
1898,	95	4,718,601	5,440	25	5,465	863.42
1899,	96	5,314,048	5,728	41	5,769	921.14
1900,	90	4,475,704	4,774	53	4,827	927.32
1901,	100	6,903,949	6,507	94	6,601	1,045.89
1902,	94	5,553,979	6,295	72	6,367	872.31

Machines and Machinery.

Proportional Earnings.

(1890: Males, 13,623; Females, 138; Average Yearly Earnings, \$531.35.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	99	1	1897.	99	98	2
1891.	106	99	1	1898.	102	98	2
1892.	106	99	1	1899.	104	99	1
1893.	102	99	1	1900.	104	99	1
1894.	101	98	2	1901.	104	99	1
1895.	101	98	2	1902.	105	99	1
1896.	101	98	2				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890.	179	\$13,320,477	13,623	138	13,761	\$967.99
1891.	263	16,005,615	15,959	161	16,120	992.90
1892.	324	16,671,658	16,461	166	16,627	1,002.69
1893.	335	17,850,895	17,320	175	17,495	1,020.34
1894.	322	18,809,413	18,309	272	18,581	1,016.82
1895.	292	14,735,590	14,971	306	15,277	966.52
1896.	371	18,138,982	17,720	362	18,082	1,008.15
1897.	360	16,180,943	17,039	348	17,387	1,039.76
1898.	359	18,822,587	18,371	287	18,658	1,008.82
1899.	358	23,178,609	21,303	290	21,593	1,073.43
1900.	358	32,159,786	29,231	302	29,623	1,085.64
1901.	356	31,315,900	27,164	354	27,508	1,138.43
1902.	360	33,110,906	29,113	415	29,528	1,121.34

Metals and Metallic Goods.

Proportional Earnings.

(1890: Males, 15,876; Females, 1,764; Average Yearly Earnings, \$530.62.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	90	10	1897.	93	90	10
1891.	96	91	9	1898.	96	90	10
1892.	97	90	10	1899.	96	90	10
1893.	95	90	10	1900.	96	90	10
1894.	106	89	11	1901.	105	91	9
1895.	97	89	11	1902.	105	92	8
1896.	96	90	10				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890.	279	\$17,877,925	15,876	1,764	17,640	\$1,013.49
1891.	277	16,547,373	15,809	1,564	17,373	952.48
1892.	348	18,871,146	18,422	1,491	14,913	980.14
1893.	341	12,014,563	11,982	1,331	13,313	902.47
1894.	327	10,177,044	10,461	1,298	11,754	865.84
1895.	278	10,323,872	10,095	1,248	11,343	910.16
1896.	382	12,846,987	12,818	1,424	14,242	901.98
1897.	384	12,218,324	12,247	1,361	13,608	897.88
1898.	380	12,593,225	12,091	1,359	13,450	926.30
1899.	393	14,634,486	13,697	1,601	15,298	956.63
1900.	374	14,448,984	13,579	1,576	15,155	953.41
1901.	368	21,967,904	20,318	1,977	22,295	985.83
1902.	377	23,198,018	21,204	1,948	23,062	1,006.33

Paper.**Proportional Earnings.*

(1890: Males, 4,369; Females, 3,433; Average Yearly Earnings, \$415.88.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	56	44	1897.	100	60	40
1891.	103	55	45	1898.	102	60	40
1892.	102	54	46	1899.	104	61	39
1893.	99	55	45	1900.	102	62	38
1894.	99	55	45	1901.	107	62	38
1895.	98	55	45	1902.	111	62	38
1896.	97	55	45				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employe
			Males	Females	Both Sexes	
1890.	84	\$8,616,353	4,369	3,433	7,802	\$1,104.38
1891.	102	10,122,856	5,430	4,443	9,873	1,025.31
1892.	104	11,684,416	5,812	4,951	10,763	1,085.61
1893.	98	8,369,264	5,312	4,346	9,658	866.56
1894.	98	8,647,720	5,316	4,349	9,665	894.75
1895.	97	8,988,665	5,759	4,711	10,470	858.04
1896.	123	9,419,292	6,112	5,000	11,112	847.67
1897.	91	8,545,758	5,506	3,671	9,177	931.21
1898.	80	8,938,012	5,319	3,478	8,797	1,016.08
1899.	80	9,608,253	5,588	3,566	9,154	1,049.62
1900.	75	9,005,248	5,481	3,425	8,906	1,011.14
1901.	75	10,738,411	5,780	3,603	9,383	1,144.45
1902.	75	12,425,894	6,424	3,967	10,391	1,195.83

* Included Paper Goods previous to 1897.

Woollen Goods.*Proportional Earnings.*

(1890: Males, 9,577; Females, 5,625; Average Yearly Earnings, \$368.89.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	63	37	1897.	101	63	37
1891.	103	63	37	1898.	100	64	36
1892.	105	63	37	1899.	102	64	36
1893.	101	64	36	1900.	109	64	36
1894.	93	64	36	1901.	109	64	36
1895.	101	64	36	1902.	113	64	36
1896.	98	64	36				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employe
			Males	Females	Both Sexes	
1890.	121	\$10,749,345	9,577	5,625	15,202	\$707.10
1891.	138	12,826,986	11,012	6,467	17,479	733.85
1892.	142	14,282,544	11,465	6,734	18,199	784.80
1893.	125	11,387,112	10,148	5,709	15,857	718.11
1894.	115	9,265,047	9,127	5,134	14,261	649.68
1895.	110	9,971,271	9,713	5,463	15,176	657.04
1896.	122	8,269,142	8,749	4,922	13,671	604.87
1897.	117	10,563,025	10,628	6,240	16,868	626.29
1898.	142	12,449,168	12,415	7,023	19,438	640.46
1899.	138	14,729,887	12,236	6,971	19,206	766.94
1900.	140	16,103,138	12,700	7,212	19,912	808.72
1901.	148	18,400,084	14,040	8,056	22,076	833.49
1902.	149	21,528,634	15,754	8,765	24,519	878.04

Worsted Goods.
Proportional Earnings.

(1890: Males, 2,872; Females, 3,238; Average Yearly Earnings, \$371.34.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	47	53	1897.	96	54	46
1891.	101	50	50	1898.	98	54	46
1892.	101	50	50	1899.	98	52	48
1893.	96	52	48	1900.	101	53	47
1894.	95	53	47	1901.	105	56	44
1895.	96	51	49	1902.	107	55	45
1896.	92	52	48				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890.	20	\$4,009,425	2,872	3,238	6,110	\$656.21
1891.	21	4,998,384	3,983	3,982	7,965	627.54
1892.	22	4,837,755	4,289	4,288	8,577	564.04
1893.	20	5,579,530	4,693	4,332	9,025	618.23
1894.	21	4,759,832	4,358	3,864	8,222	578.91
1895.	21	6,915,775	5,889	5,659	11,548	598.87
1896.	27	6,965,696	5,885	5,433	11,318	615.45
1897.	31	9,434,920	6,861	5,844	12,705	742.61
1898.	35	9,894,950	7,044	6,063	13,107	754.94
1899.	34	13,026,246	7,829	7,174	15,003	868.24
1900.	34	12,795,778	7,708	6,826	14,534	890.40
1901.	38	14,909,075	9,063	7,133	16,196	920.54
1902.	39	19,839,873	10,515	8,533	19,048	1,041.57

All Industries.

Proportional Earnings.

(1890: Males, 178,329; Females, 91,866; Average Yearly Earnings, \$433.56.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	66	34	1897.	97	66	34
1891.	102	66	34	1898.	97	66	34
1892.	104	67	33	1899.	99	66	34
1893.	101	66	34	1900.	101	67	33
1894.	98	65	35	1901.	104	67	33
1895.	97	65	35	1902.	106	67	33
1896.	96	66	34				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890.	3,041	\$220,970,760	178,329	91,866	270,195	\$817.82
1891.	3,745	250,890,348	193,292	99,574	292,866	856.67
1892.	4,473	274,134,443	209,138	103,008	312,146	878.23
1893.	4,397	239,251,645	193,492	99,677	293,169	816.09
1894.	4,093	208,932,538	170,569	91,839	262,398	796.24
1895.	3,629	221,785,690	179,593	96,704	276,297	802.71
1896.	4,609	235,447,969	197,040	101,506	298,546	738.65
1897.	4,695	246,722,763	207,119	106,697	313,816	786.20
1898.	4,701	278,025,426	219,560	113,109	332,669	835.74
1899.	4,740	312,485,475	239,366	121,665	361,031	866.54
1900.	4,645	344,129,222	254,397	126,544	380,941	903.37
1901.	4,696	366,445,481	269,324	130,673	399,997	916.12
1902.	4,658	407,056,066	283,525	137,256	420,781	967.38

The tables are so simple in construction that the reader may make comparisons for any single industry as regards proportional earnings for particular years, as also for persons employed, industry product, and average annual industry product per employé.

In order to show, however, what may be deduced from such comparisons, we present a summary for the years 1890 and 1902.

CLASSIFICATION.	Boots and Shoes	Carpetings	Cotton Goods	* Leather	Machines and Machinery
<i>Proportion of Males to 100 Employés.</i>					
In 1890,	73	46	47	98	99
In 1902,	68	51	52	99	99
Increase (+), or decrease (—), in 1902,	—5	+5	+5	+1	†=
<i>Proportional Earnings (Both Sexes).</i>					
In 1890,	100	100	100	100	100
In 1902,	96	119	114	91	105
<i>Average Annual Industry Product per Employé.</i>					
In 1890,	\$807.46	\$635.14	\$534.58	\$938.90	\$967.99
In 1902,	\$868.55	\$777.65	\$606.82	\$872.31	\$1,121.84
In 1902 on basis of proportional earnings (should have been),	\$775.16	\$755.82	\$609.42	\$854.40	\$1,016.39
Percentage of increase (+), or decrease (—), in actual industry product in 1902 as against industry product based on proportional earnings,	+12.06	+2.89	—0.43	+2.10	+10.33
<i>Days in Operation.</i>					
In 1890,	285	273	294	290	301
In 1902,	292	302	308	293	296
<i>Proportion of Business Done.</i>					
In 1890,	72.16	72.83	92.59	71.32	72.97
In 1902,	67.06	88.00	91.62	65.52	72.52

CLASSIFICATION.	Metals and Metallic Goods	† Paper	Woollen Goods	Worsted Goods	All Industries
<i>Proportion of Males to 100 Employés.</i>					
In 1890,	90	56	63	47	66
In 1902,	92	62	64	55	67
Increase (+), or decrease (—), in 1902,	+2	+6	+1	+8	+1
<i>Proportional Earnings (Both Sexes).</i>					
In 1890,	100	100	100	100	100
In 1902,	105	111	113	107	106
<i>Average Annual Industry Product per Employé.</i>					
In 1890,	\$1,013.49	\$1,104.38	\$707.10	\$656.21	\$817.82
In 1902,	\$1,006.33	\$1,195.83	\$878.04	\$1,041.57	\$967.38
In 1902 on basis of proportional earnings (should have been),	\$1,064.16	\$1,225.86	\$799.02	\$702.14	\$866.89
Percentage of increase (+), or decrease (—), in actual industry product in 1902 as against industry product based on proportional earnings,	—5.43	—2.45	+9.89	+48.34	+11.59
<i>Days in Operation.</i>					
In 1890,	292	293	284	308	290
In 1902,	297	299	300	291	296
<i>Proportion of Business Done.</i>					
In 1890,	70.56	86.00	85.78	88.20	72.65
In 1902,	70.66	89.11	88.98	85.74	70.20

* Included Leather Goods and Saddlery and Harness previous to 1898.

† Included Paper Goods previous to 1897.

‡ No change.

We will consider first the figures given in the column headed “Boots and Shoes” in connection with the classification.

In 1890, the proportion of males in each one hundred employés was 73; in 1902 it was 68, a decrease of five in each one hundred. The proportional earnings for both sexes in 1890 was 100; in 1902 it had fallen to 96, a loss of four points, or four per cent.

In 1890, the average annual industry product per employé was \$807.46; in 1902 it had increased to \$868.55. Considering that proportional earnings, indicated by 100, represent \$807.46, the average annual industry product, it would naturally follow that proportional earnings represented by 96 should result in a reduced average annual industry product. On this basis, proportional earnings indicated by 96 would require an average annual product amounting to \$775.16. But we have seen that the actual industry product in 1902 was \$868.55 for each employé, which shows an increase of 12.05 per cent in actual industry product in 1902 as against an industry product based on proportional earnings.

In 1890 the boot and shoe factories were in operation seven days less than in 1902 and the proportion of business done reached 72.16 per cent of the total capacity of the establishments for that year, while in 1902 the proportion of business done was but 67.06 per cent of a possible 100.

Considering the percentages of increase or decrease in actual industry product in 1902 as against the industry product based upon proportional earnings, we find the following results for the other industries considered: In Carpetings, an increase of 2.89 per cent; in Cotton Goods, a decrease of 0.43 per cent; in Leather, an increase of 2.10 per cent; in Machines and Machinery, an increase of 10.33 per cent; in Metals and Metallic Goods, a decrease of 5.43 per cent; in Paper, a decrease of 2.45 per cent; in Woollen Goods, an increase of 9.89 per cent; in Worsted Goods, an increase of 48.34 per cent; and in All Industries, an increase of 11.59 per cent.

We have described the manner in which "Industry Product" is obtained; that is, by subtracting from the total value of the manufactured goods the cost of the stock used therein. The remainder may be further divided into two parts; one being paid in wages to persons employed, and the other forming the profit and minor expense fund previously explained.

For each of the years from 1890 to 1902, both inclusive, and for each of the industries previously considered, and for All Industries, we show in the following table the percentages of industry product paid in wages, in the consideration of which the fact should be recalled that in each year there was a variation in the number of establishments considered, and that apparent gains or losses were no doubt caused or greatly influenced thereby.

Percentages of Industry Product Paid in Wages.

YEARS.	Boots and Shoes	Carpetings	Cotton Goods	Leather	Machines and Machinery	Metals and Metallic Goods	Paper	Woollen Goods	Worsted Goods	All Industries
1890.	68.68	56.82	62.75	55.05	54.89	52.36	37.66	52.17	56.59	53.01
1891.	59.72	45.61	65.79	55.50	55.99	53.36	41.82	51.58	59.49	51.68
1892.	61.83	60.40	58.18	51.93	55.85	55.35	38.90	49.44	66.68	51.49
1893.	59.98	60.19	61.97	60.86	53.05	55.99	47.29	51.66	57.40	53.62
1894.	59.16	62.14	66.07	59.62	52.69	64.77	45.81	52.76	61.01	53.18
1895.	60.14	59.42	60.56	50.15	55.30	56.60	47.59	56.79	59.61	52.62
1896.	61.17	60.86	70.19	50.47	53.65	56.19	47.52	60.03	55.25	53.90
1897.	58.06	65.09	72.64	54.14	56.34	54.90	44.48	59.50	48.00	53.64
1898.	60.06	60.20	64.01	55.67	53.49	54.34	41.82	57.88	48.41	50.43
1899.	59.05	55.11	62.38	51.07	51.64	53.41	41.06	48.89	41.78	49.42
1900.	56.98	57.07	56.34	52.00	51.05	53.68	41.96	49.71	42.67	48.66
1901.	57.56	51.87	68.60	45.83	48.45	56.68	38.72	48.34	42.35	49.08
1902.	56.59	55.30	62.99	53.79	49.09	55.21	38.43	47.38	38.19	47.55

Considering the percentages for the years 1890 and 1902 only, we find a smaller percentage paid in wages in 1902, as compared with 1890, in the case of the following industries: Boots and Shoes, Carpetings, Leather, Machines and Machinery, Woollen Goods, Worsted Goods, and in All Industries. Those industries showing a larger percentage paid in wages in 1902 as compared with 1890 are: Cotton Goods, Metals and Metallic Goods, and Paper.

We next present a table showing the percentages of industry product devoted to profit and minor expenses, it having the same specification by years and industries as shown in the one relating to wages, and subject to the explanation which precedes that table.

Percentages of Industry Product Devoted to Profit and Minor Expenses.

YEARS.	Boots and Shoes	Carpetings	Cotton Goods	Leather	Machines and Machinery	Metals and Metallic Goods	Paper	Woollen Goods	Worsted Goods	All Industries
1890,	36.37	43.18	37.25	44.95	45.11	47.64	62.34	47.83	43.41	46.99
1891,	40.28	54.39	34.21	44.50	44.01	46.64	58.18	48.42	40.51	48.42
1892,	38.14	39.60	41.82	48.07	44.15	44.65	61.10	50.56	33.42	48.51
1893,	40.02	39.51	38.03	39.14	46.95	44.01	52.71	48.34	42.60	46.38
1894,	40.84	37.86	33.93	40.38	47.31	35.23	54.19	47.24	38.99	46.82
1895,	39.86	40.58	39.44	49.85	44.70	43.40	52.41	43.21	40.39	47.48
1896,	38.83	39.14	29.81	49.53	46.35	43.31	52.48	39.97	44.75	46.10
1897,	41.94	34.91	27.36	45.86	43.66	45.10	55.52	46.50	52.00	46.36
1898,	39.94	39.80	35.99	44.03	46.51	45.66	58.38	42.12	51.69	49.57
1899,	40.95	44.89	37.62	48.93	48.36	46.59	58.92	51.11	58.22	50.58
1900,	43.02	42.93	43.62	48.00	48.95	46.32	58.04	50.29	57.35	51.84
1901,	42.44	48.63	51.40	54.17	51.55	43.32	61.28	51.66	57.65	50.92
1902,	43.41	44.70	37.01	46.21	50.31	44.79	61.57	52.62	61.81	52.45

In the case of Boots and Shoes, Carpetings, Leather, Machines and Machinery, Woollen Goods, Worsted Goods, and All Industries, an increase is shown in the percentage of industry product devoted to profit and minor expenses; a decrease is shown in the case of Cotton Goods, Metals and Metallic Goods, and Paper. In other words, in seven instances the profit and minor expense fund had increased in 1902 as compared with 1890, and had decreased in the case of three industries.

Referring to the comparison of proportional earnings in 1890 and 1902, on page 182, we find an increase in eight instances, and a decrease in two: Boots and Shoes and Leather.

We are now ready to bring together the comparative figures for industry product which represent the number of establishments considered in each year, the "wage fund," and the "profit and minor expense fund;" the percentages indicating the comparative size of these funds; the increases or decreases, by years, for each of these funds; the proportional earnings, the average yearly earnings, and the average profit and minor expense fund per employé. All of these points are shown, for the years 1890 to 1902, in the table which follows:

All Industries — 1890-1902.

YEARS.	Number of Establishments Considered	INDUSTRY PRODUCT		
		Wage Fund	Profit and Minor Expense Fund	Total
1890.	3,041	\$117,144,984	\$103,825,776	\$220,970,760
1891.	3,745	129,416,248	121,474,100	250,890,348
1892.	4,473	141,156,063	132,978,380	274,134,443
1893.	4,397	128,286,397	110,965,248	239,251,645
1894.	4,093	111,103,085	97,829,453	208,932,538
1895.	3,629	116,483,743	105,301,947	221,785,690
1896.	4,609	126,913,372	108,534,597	235,447,969
1897.	4,695	132,334,075	114,388,888	246,722,963
1898.	4,701	140,212,103	137,813,323	278,025,426
1899.	4,740	154,415,381	158,070,094	312,485,475
1900.	4,645	167,449,273	176,679,949	344,129,222
1901.	4,696	179,851,715	186,593,766	366,445,481
1902.	4,658	193,552,175	213,503,891	407,056,066

All Industries — 1890-1902 — Concluded.

YEARS.	PERCENTAGES OF INDUSTRY PRODUCT		INCREASE (+), OR DECREASE (—), IN PERCENTAGES OF INDUSTRY PRODUCT		Proportion of Earnings	Average Yearly Earnings	Average Profit and Minor Expense Fund per Employé
	Paid in Wages	Devoted to Profit and Minor Expenses	Paid in Wages	Devoted to Profit and Minor Expenses			
1890.	53.01	46.99	-	-	100	\$433.56	\$384.26
1891.	51.58	48.42	-1.43	+1.43	102	441.90	414.78
1892.	51.49	48.51	-0.09	+0.09	104	452.21	426.01
1893.	53.62	46.38	+2.13	-2.13	101	437.59	378.50
1894.	53.18	46.82	-0.44	+0.44	98	423.41	372.83
1895.	52.52	47.48	-0.66	+0.66	97	421.59	381.12
1896.	53.90	46.10	+1.38	-1.38	98	425.16	363.54
1897.	53.64	46.36	-0.26	+0.26	97	421.69	364.51
1898.	50.43	49.57	-3.21	+3.21	97	421.48	414.27
1899.	49.42	50.58	-1.01	+1.01	99	427.71	437.83
1900.	48.66	51.34	-0.76	+0.76	101	439.57	463.30
1901.	49.08	50.92	+0.42	-0.42	104	449.63	466.49
1902.	47.55	52.45	-1.53	+1.53	106	459.98	507.40

The wage fund of \$117,144,984 in 1890 had increased, in 1902, to \$193,552,175, but the number of persons employed had advanced from 270,195 in 1890 to 420,781 in 1902. The number of days in operation in 1890 was 290 and in 1902 296, a gain of six days' production. The proportion of business done in 1890 as compared with largest possible product (or 100 per cent) was 73 per cent; in 1902 it was 70 per cent.

If we examine columns 7 and 8 in the table last presented, we shall see the fluctuations in the percentages of industry product going, respectively, to the wage fund and to the profit and minor expense fund. In 1891 and 1892 combined the wage fund lost 1.52 per cent, but in 1893 it gained 2.13 per cent. In 1894 and 1895, combined, it lost 1.10 per cent but gained 1.38 per cent in 1896. In 1897, 1898, 1899, and 1900 it lost, combined, 5.24 per cent, gaining 0.42 per cent in 1901, and losing 1.53 per cent in 1902. In 1902 as compared with 1890 the wage fund had fallen from 53.01 per cent to 47.55; the profit and minor expense fund had risen, in the same time, from 46.99 per cent to 52.45, a gain equal to the wage fund decrease.

In 1902 the average yearly earnings were \$459.98 as compared with \$433.56 in 1890, or a gain of six per cent. The average profit and minor expense fund per employé increased from \$384.26 in 1890 to \$507.40 in 1902, a gain of 32+ per cent.

It is evident that these figures, instructive as they are, and based on official records, do not reach to the root of the question. To solve the problem it will be necessary to go still deeper.

The question now presents itself—What part of the profit and minor expense fund is *profit* and what part *expense*?

Part IV of the Bureau Report for 1890 was entitled "Net Profits in Manufacturing Industries." The tables therein were based upon certified returns from 10,013 manufacturing establishments.

As in the present article "Stock" and "Wages" were deducted from the "Value of Goods Made," and the remainder became the "Profit and Minor Expense Fund." The following items of expense were returned on the 10,013 schedules: Salaries, rent, taxes, insurance, freight, new equipment, repairs, and "other expenses." When the aggregate of these items was subtracted from the profit and minor expense fund, the *excess of selling price above cost of production* was obtained. This figure was again reduced by allowances for interest on cash and credit capital, for depreciation on machinery, implements, and tools, and for selling expenses and losses by bad debts.

Figures to show "expenses" and "allowances" for any year since 1885 are not in existence, and for that reason it is impossible to separate the profit and minor expense fund into its constituent parts.

Whether it is advisable to require manufacturers to supply information that will disclose the net profits made by them is a question for the legislative power to consider, but until such information is secured it will be impossible to determine whether such "net profits" are inordinate, or whether labor receives its proper share of the "industry product."

It is interesting and instructive to note, in conclusion, that during the recent strike in the cotton mills at Lowell, the manufacturers submitted their books to the Board of Conciliation and Arbitration which decided, after the books had been examined by financial experts, that the net profits made by the mills would not warrant them in increasing the wages of their employés. The fact that the plan of arriving at "net profits" was the one adopted to settle the dispute, would seem to prove the assertion hereinbefore made that the only way to determine whether the industry product is fairly divided between the wage fund and the profit and minor expense fund is to obtain returns of expenses, and thus arrive at the percentage of net profit on the total capital invested.

REVIEW OF EMPLOYMENT AND EARNINGS.

FOR SIX MONTHS ENDING OCTOBER 31, 1903.

The following review presents a summary by industries of the conditions affecting employment and earnings for the six months ending October 31, based upon special reports and comparisons made by agents of the Bureau, relating to the principal industrial centres of the Commonwealth. The statistics of persons employed and of earnings are based upon comparisons of identical establishments for the weeks ending April 11 and October 10, 1903.

Boots and Shoes. Demand excellent all over country except in Southern and Western Texas. Domestic trade has fallen off somewhat and foreign market continually growing less. Summer business kept up well to September 1. Business situation not as good as for previous six months — Spring is generally most active season — and, on the whole, trade is not quite up to the corresponding period in 1902, although manufacturers report large duplicate Fall orders and Spring orders coming in well. One manufacturer reports retarded business and inability to obtain help on account of labor troubles. Better grade of counter being used by shoe manufacturers. Establishments are being run on full time and to about 60 per cent of full capacity; wages remain practically unchanged, individual concessions being made and lasters benefiting on the average about three per cent; little change in cost of stock; downward tendency on soles and hides, goat lower, linings higher; selling prices about the same as last Fall; collections only fair, large buyers are slow and small buyers, as a rule, good. Prospects bright.

The shipment of shoes from Brockton for the six months ending Oct. 10, 1903, aggregated 290,991 cases against 300,079 cases for the six months ending April 11, 1903, and 292,026 cases for the corresponding period in 1902, the half year ending Oct. 11.

The total cases of boots and shoes shipped from Haverhill for the six months ending Oct. 9, 1903, numbered 221,598 as compared with 251,192 cases for the previous six months and 226,847 cases for the corresponding six months in 1902 ending Oct. 11.

Building. Less building activity than six months previous and as compared with last Fall there is not so much work in the market. Strikes in the building trades together with the high cost of material have affected building operations adversely. Considerable heavy work in market but little residential work. Greatest activity in municipal and

government work. Two builders report so little being done that they have temporarily given up the business. Advances in rates of wages are noted: Carpenters from 35 to 37½ cents per hour; soft-stone cutters from 44 to 50 cents per hour; masons from 50 to 55 cents per hour; laborers from 28 to 30 cents per hour. Cost of stock is lower, especially iron; bricks and cement lower; hard pine easier. Collections fair.

Clothing. Trade about the same as for previous six months but better than a year ago. One firm reported scarcity of help. Establishments running on full time and from 50 per cent to full capacity; no change in rate of wages; cost of stock has slightly increased; selling prices practically the same; collections good. Outlook favorable.

Confectionery. Business situation excellent; better than for previous six months and demand largely increased over corresponding period last year. This summer showed big volume of business; more candy being consumed each year. Good help scarce; one manufacturer reports inability to fill orders owing to scarcity of chocolate dippers. Factories running full time and nearly to full capacity; rates of wages unchanged but individual increases have been granted; cost of stock and selling prices remain practically unchanged; collections good.

Cotton Goods. The business situation in the cotton industry not as prosperous as a year ago with very poor Summer and Fall demand; practically nothing being done at the present time. Independent spinning mills quite active; cloth mills affected adversely. Most of the large mills in Lawrence and Fall River shut down in August or September from two to five weeks; in most cases this was done for purpose of curtailment, while in some mills extensive repairs were made and large additions built. One large factory had spinning room shut down one and one-half days a week during August, September, and October. Generally conceded that curtailment of production did not relieve the situation as was expected. High cotton, high wages, high money, and Southern competition have been attributed for poor condition of the cotton trade. Cotton mills running on full time and from 80 per cent to full capacity; raw cotton advanced; selling prices slightly higher but do not parallel cost of production. Collections good. On Nov. 11, announcement was made of a 10 per cent reduction in wages of operatives of the Fall River cotton mills (except the Fall River Iron Works*), to go into effect Nov. 23; reduction equal to advance granted on March 17, 1902; about 25,000 workers affected. New Bedford cotton manufacturers ordered 10 per cent reduction in wages—return to wage schedule in force prior to April, 1902—to go into effect Dec. 7; about 10,000 affected.

Leather. Fall activity not as great as a year ago, about the same as at the close of our last review, and good summer trade. Foreign market good, foreign demand being better than domestic. Production has fallen off somewhat, not from the fact that goods could not be sold, but

that raw stock is so high that manufacturing cannot be done at a profit. Activity shown in split cow hides, trade in enamelled leather increasing. Wool skins for pulling rather scarce during summer. India-tanned skins are very slow; prices of raw India skins have been prohibitive. Establishments running on full time and nearly to full capacity; individual concessions made in wages; cost of stock a little easier with selling prices about the same as in the Spring; collections fair. Brisk outlook.

Liquors (Bottled) and Carbonated Beverages. In temperance drinks, very poor business reported, worst summer trade ever experienced, due to unfavorable weather. Fall trade not up to that of last year. Establishments running full time, capacity worked being from 15 to 25 per cent; wages the same; cost of stock slightly advanced; selling prices the same; collections good.

Liquors: Malt. Volume of business in the brewing industry not as active as in 1901, which is the year comparable, as the brewers' strike last summer prevented us from making comparisons. Unseasonable weather is the reason assigned for poor summer trade. Breweries running on full time and from 50 per cent to nearly full capacity; wages of engineers increased \$3 per week, carpenters also advanced; malt a trifle higher, and hops much higher due to failure of European crop; selling prices the same; collections good.

The following statement gives the number of barrels of malt liquors brewed in the District of Massachusetts for the months of April, May, June, July, August, and September, for the years 1901, 1902, and 1903.

MONTHS.	NUMBER OF BARRELS BREWED IN		
	1901	1902	1903
April,	138,283	111,335	147,374
May,	166,292	143,374	174,086
June,	163,798	131,176	184,999
July,	249,580	186,720	198,135
August,	199,358	140,420	177,154
September,	161,931	149,561	177,919
Totals,	1,079,242	862,596	1,060,667

The foregoing comparison indicates an increase in the number of barrels brewed during the specified six months in 1903 as compared with corresponding period of 1902 of 198,081. As compared with 1901, a decrease is shown in 1903 of 18,575 barrels.

Machines and Machinery. On the whole, business not as good as for previous six months and not up to the level of corresponding six months in 1902, with not very favorable prospects. Individual manufacturers report good season and business steadily increasing with fine outlook in general repairing and improvements, but little new work on market. One firm has had erected a large plant for manufacture of leather machinery. Establishments running full time with the exception of one which has reduced working hours from 58 to 52½ a week; about 75 per cent of full capacity being worked; rates of wages about

the same, except that boiler makers received an increase of five per cent May 1. One firm employing over 200 men paid nearly \$2,000 extra in dividends for the week ending Oct. 10, the amount being 28 per cent of the month's wages. The profit-sharing principle allows each employé two per cent on all machines over a specified number turned out each month. A downward tendency is shown in cost of stock with selling prices about the same, a slight decrease noted in some instances; collections good.

Metals and Metallic Goods. Activity in the industry about the same as for previous six months and corresponding season for 1902. Prospects not favorable. Establishments running on full time and to about 75 per cent of full capacity; rates of wages unchanged; cost of stock slightly decreased; some concessions in selling prices but practically the same; collections good.

Musical Instruments and Materials. Business situation about the same as for corresponding period in 1902. Factories running on full time and from 65 per cent nearly to full capacity; no change in rates of wages; cost of stock and selling prices the same; collections good.

Paper. No actual comparison can be made in this industry with the previous six months, as the plants in Holyoke were shut down for about 11 weeks in the summer on account of the strike of operatives. There is very little change in the business situation from a year ago. Mills are running on full time and to full capacity; in certain mills, the rag cutters, engineers, helpers, and calender men received about eight per cent increase in wages; cost of stock and selling prices remain the same; collections good.

Printing, Publishing, and Bookbinding. Fall activity started in as well as usual after a normal summer with about the same volume of business as last year, and competition fully as great. Customers reported to be conservative in placing orders. Establishments running on full time and from 75 per cent to full capacity; no change in wages; demand for fewer hours is expected in February; no material difference in cost of stock and selling prices; collections poor.

Print Works, Dye Works, and Bleacheries. Business very active since the first week in September. Good demand all summer. No shutdowns except for the regular summer vacation of two weeks. Running full time and to full capacity; no change in rates of wages but a few individual concessions.

Tobacco, Snuff, and Cigars. Great activity reported in this industry, there being a decided increase in volume of business over corresponding period last year. Good help scarce. Indications point to a good winter trade. Factories running on full time and from 75 per cent nearly to full capacity. No change in rates of wages; no noticeable change in cost of stock, selling prices the same; collections very good.

Woollen Goods. Business situation about the same as for previous six months, but not quite as good as a year ago. Some manu-

facturers report prospects not very favorable. The increased cost of cotton yarn prevents profits. Factories running on full time and night work being done; mills being run to full capacity; slight increase in cost of stock; selling prices the same; collections good.

Worsted Goods. Demand for worsted quite active; business not as brisk as last Fall, but favorable outlook. One new worsted mill built in Lawrence and additions and improvements made. Mills running on full time and to full capacity; no material change in wages; cost of stock about the same, wool having increased slightly; selling prices the same; collections good.

The following table shows, for industries considered in the review, employment and earnings for the two weeks under consideration, *i.e.*, April 11 and Oct. 10, 1903, as well as the percentages of increase or decrease in the total number of persons employed, total weekly earnings, and the weekly earnings per individual. As was stated in the first of the article, the statistics are based upon comparisons of identical establishments.

INDUSTRIES.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		WEEKLY PAY-ROLL FOR WEEK ENDING—		PERCENTAGES OF INCREASE (+), OR DECREASE (—), FOR THE WEEK ENDING OCT. 10, 1903, AS COMPARED WITH WEEK ENDING APRIL 11, 1903, FOR—		
	April 11, 1903	Oct. 10, 1903	April 11, 1903	Oct. 10, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per Individual
Boots and shoes, . . .	4,364	4,530	\$52,684	\$49,681	—5.84	—5.70	+0.18
Soles, heels, and cut stock, . . .	87	63	571	440	—27.59	—22.94	+6.40
Building, . . .	1,356	1,901	18,979	27,450	+40.19	+44.63	+8.14
Clothing, . . .	837	853	8,320	8,736	+1.91	+5.00	+3.02
Cotton goods, . . .	19,361	18,682	158,515	146,852	—5.94	—7.36	—1.50
Leather, . . .	2,927	3,034	28,930	28,930	+3.66	=	—3.44
Liquors (bottled) and carbonated beverages, . . .	12	13	125	127	+8.33	+1.60	—6.24
Liquors: malt, . . .	483	492	7,939	8,302	—0.20	+4.57	+4.91
Machines and machinery, . . .	6,383	6,005	70,834	66,804	—5.92	—5.69	+0.18
Metals and metallic goods, . . .	6,725	6,686	81,231	78,583	—0.58	—3.32	—2.73
Musical instruments and materials, . . .	299	289	3,808	4,478	+7.43	+17.75	+9.55
Paper, . . .	1,817	1,799	16,478	17,491	—0.99	+6.18	+7.17
Printing, publishing, and bookbinding, . . .	673	567	8,368	7,316	—15.75	—12.57	+3.78
Print works, dye works, and bleacheries, . . .	945	970	8,549	8,966	+2.65	+4.88	+2.10
Woollen goods, . . .	8,784	8,759	69,535	69,459	—0.28	—0.11	+0.13
Worsted goods, . . .	9,129	8,517	74,074	71,479	—6.70	—3.50	+3.45
TOTALS, . . .	65,162	63,210	\$608,930	\$595,044	—3.00	—2.28	+0.75

* No change.

As will be seen from the table, the following industries show increases in both number of persons employed and weekly earnings for the week ending Oct. 10 as compared with that ending April 11, 1903: Building, Clothing, Liquors (Bottled) and Carbonated Beverages, Musical Instruments and Materials, Print Works, Dye Works, and Bleacheries.

The industries showing decrease in both persons employed and weekly earnings are Boots and Shoes, Soles, Heels, and Cut Stock, Cotton Goods, Machines and Machinery, Metals and Metallic Goods, Printing, Publishing, and Bookbinding, Woollen Goods, and Worsted Goods.

Leather shows an increase of 3.66 per cent in persons employed while the weekly earnings show no change. Liquors (Malt) shows slight decrease in persons employed and an increase of 4.57 per cent in weekly

earnings. In the paper industry an increase of 6.18 per cent is shown in weekly earnings, while the number of persons employed has fallen off about one per cent.

As to weekly earnings per individual increases were shown in all industries except Cotton Goods, Leather, Liquors (Bottled) and Carbonated Beverages, and Metals and Metallic Goods. The greatest increase in weekly earnings per individual is shown in Musical Instruments and Materials, the individual weekly earnings increasing 9.55 per cent. The next largest was in the paper industry, the increase being 7.17 per cent.

The next table shows the same line of facts regarding employment and earnings by cities and towns.

CITIES AND TOWNS.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		WEEKLY PAY-ROLL FOR WEEK ENDING—		PERCENTAGES OF INCREASE (+), OR DECREASE (—), FOR THE WEEK ENDING OCT. 10, 1903, AS COMPARED WITH WEEK ENDING APRIL 11, 1903, FOR—		
	April 11, 1903	Oct. 10, 1903	April 11, 1903	Oct. 10, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per Individual
Boston,	5,660	6,247	\$70,275	\$79,170	+10.37	+12.66	+2.01
Brockton,	858	874	10,223	11,625	+1.86	+13.71	+11.67
Cambridge,	478	455	5,811	5,485	-4.81	-5.61	-0.90
Chicopee,	3,057	2,814	19,798	18,656	-7.95	-5.77	-2.31
Fall River,	4,950	4,403	41,414	35,469	-11.05	-14.36	-3.70
Haverhill,	2,004	1,835	20,566	17,373	-8.43	-15.53	-7.70
Holyoke,	7,622	7,574	64,064	65,389	-0.63	+2.04	+2.62
Lawrence,	19,295	18,747	153,083	150,588	-2.84	-1.63	+1.26
Lowell,	4,036	3,564	34,449	29,309	-11.69	-14.92	-3.75
Lynn,	2,495	2,369	26,312	25,140	-5.06	-4.45	+0.57
New Bedford,	3,490	3,139	31,815	27,862	-10.06	-12.42	-2.63
Peabody,	1,626	1,820	16,766	17,448	+11.93	+4.07	-6.98
Woburn,	1,223	1,099	12,325	11,095	-10.14	-9.98	+0.20
Worcester,	8,368	8,270	102,009	100,435	-1.17	-1.64	-0.41
TOTALS,	65,162	63,210	\$608,930	\$595,044	-3.00	-2.28	+0.75

With the exception of Boston, Brockton, and Peabody, all the cities considered in the review show a decrease in both persons employed and weekly earnings. In Holyoke, the total weekly earnings had increased 2.04 per cent, while the number of persons employed had decreased less than one per cent. Considering weekly earnings per individual, we find an increase shown in Boston, Brockton, Chicopee, Holyoke, Lawrence, Lynn (slight), and Woburn (slight). A decrease is shown in Cambridge (slight), Fall River, Haverhill, Lowell, New Bedford, Peabody, and Worcester (slight).

The greatest increase in both total weekly earnings and weekly earnings per individual is shown in Brockton, the increase in total weekly earnings being 13.71 per cent, and individual weekly earnings increasing 11.67 per cent.

To summarize, the aggregate number of persons employed in the establishments under consideration for the week ending Oct. 10 was 63,210, as compared with 65,162 for the week of April 11, a decrease of three per cent. The total weekly earnings for the week ending Oct. 10, 1903, amounted to \$595,044, against \$608,930, for the week ending April 11, the decrease being 2.28 per cent. The weekly earnings per individual for all establishments in the cities and towns covered increased seventy-five one-hundredths of one per cent.

QUARTERLY RECORD OF STRIKES.

The labor disturbances occurring throughout the Commonwealth during the third quarter of 1903 numbered 48. There were 21 in July, 12 in August, and 15 in September. Two strikes terminated during this period which were inaugurated earlier in the year. It will be seen that the number of strikes is very much smaller than for the preceding quarter, and also fewer in number than for the corresponding quarter in 1902. On the whole, the disturbances were of minor importance.

The following table presents the causes and results :

CAUSES.	RESULTS OF STRIKES					Total Strikes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	9	2	10	2	1	24
Hours,	2	-	-	-	-	2
Wages and hours,	1	-	2	1	-	4
Grievance with overseer,	-	1	2	2	-	5
Against employment of non-union men,	2	-	2	-	-	4
Other causes,	3	1	3	2	-	9
TOTALS,	17	4	19	7	1	48

Just 50 per cent of the strikes were inaugurated on account of disagreement over wages. Wages alone, hours alone, and wages and hours combined were reported as the cause of 30 strikes, or 62.50 per cent of the total number.

The cities and towns wherein the strikes took place, and the number of disturbances occurring in each are shown in the following statement : Lynn, seven ; Fall River, four ; Boston and New Bedford, three each ; Beverly, Brockton, Peabody, Pittsfield, Springfield, and in general, two each. The following cities and towns had one dispute each : Athol, Blackstone, Charlton, Chicopee, Clinton, Fairhaven, Gardner, Leominster, Marblehead, North Adams, Randolph, Salem, Somerville, Waltham, Wenham, West Boylston, Westfield, West Springfield, and Whitman.

The following statement shows the class of workmen and industries involved, with the number of disputes in each : Building trades, 12 ; boot and shoe operatives and laborers (mostly Italian), eight each ; cotton goods operatives, five ; machinists, three ; clothing employés, two. The following occupations show one dispute each : Tack makers ; reed workers ; laundry workers ; tinsmiths ; teamsters ; structural iron and bridge workers ; harness makers ; trunk makers ; acid room employés ; and blacksmiths.

Our record shows that the amount of time lost through strikes, and the number of strikers involved, were heavier in comparison than during the preceding quarter. In five instances, involving 410 strikers, places were filled as soon as possible. Six strikes were pending at the close of the period, involving 243 strikers. In six instances, the duration of the strike was one day, 423 strikers affected; in two instances, two days, 340 strikers; in two instances, three days, 511 strikers; in two instances, four days, 91 strikers; one strike lasted five days, affecting 75 employés; one strike lasted one week, 11 employés involved; one strike lasted seven days and affected 18 employés; one strike lasted eight days, affecting 32 employés; one strike lasted two weeks, 300 employés involved; four strikes lasted three weeks, 546 employés affected; one strike lasted four weeks, and involved 13 strikers; one strike lasted seven weeks, and involved 50 strikers; one strike lasted 11 weeks, 300 strikers; one strike lasted 15 weeks, 300 strikers; one strike lasted 17 weeks, 19 strikers. Considering 26 strikes for which the duration of the strike is given as well as the number of strikers, we find that the total strikers involved numbered 3,030, the working days lost by these strikers totalizing to 68,400.

The most important disputes occurring during the period under consideration were those of the bricklayers in Boston as well as the building laborers of Lynn, teamsters of New Bedford, and the machinists and blacksmiths on the Boston and Albany Division of the New York Central Railroad. The paper mill operatives of Holyoke who went out on June 13 for increase in wages returned to work on Aug. 20, with practically no concessions; about 3,500 operatives were involved.

The strike of machinists and helpers affected about 400 men in the Allston and Springfield divisions of the Boston and Albany road. The men asked for an increase of $12\frac{1}{2}$ per cent in wages and demanded that the same pay be given for nine hours as they received for 10 hours per day. Strike was on 17 days, and compromise agreement was effected, giving an increase of about five per cent in wages. The agreement stated that nine hours should constitute a day's work in all shops of the Boston and Albany, time and one-half to be paid for more than a day's work, and in round houses time and one-half after 10 hours. Railroad Machinists Union, No. 567, of Boston involved.

TRADE AND TECHNICAL EDUCATION.

Under the above title we published in the Bulletin for May, 1903, a condensed historical review of the schools devoted to trade and technical education in Massachusetts drawn from the Seventeenth Annual

Report of the United States Commissioner of Labor. The statements on pages 61 and 62 relating to the Young Women's Christian Association seem to have been incorrectly made, and through the kindness of Miss A. Josephine Forehand, we are enabled to give, in the following, the conditions as they are to-day :

Boston Young Women's Christian Association.

For years this association has maintained an employment bureau, and the incompetence of the majority of those seeking employment resulted in the establishment of two schools of training in industrial arts, one for the training of house servants in 1878, the other for the training of teachers, matrons, supervisors, and homemakers in 1888.

The Training School for Domestic receives pupils of good character, whatever their education, providing they are 16 years of age and willing to sign an agreement to remain at least six months. If they leave before the expiration of this period they are charged at the rate of \$2 per week for the time they remain in the school. They also promise to do housework in some form for at least one year after leaving the school. Board and tuition are free, but each pupil must supply a suitable outfit and enter on a week's probation. Girls often enter direct from the steamer which has brought them from their native land. Of these, the majority come from Northern Europe.

The course includes cooking, table-waiting, general housework, chamber work, parlor work, laundry work, home nursing, reading, spelling, arithmetic, geography, penmanship, and letter writing, together with daily and Sunday school Bible lessons. Each graduate is awarded a certificate stating those lines of work for which she has shown special aptitude. There are three officers of instruction — a principal and two assistants, all graduates of the school of Domestic Science.

The school of Domestic Science aims to give practical and scientific instruction in all that pertains to the home and its management. It does not train servants, but its graduates become teachers, matrons, and homemakers, in schools, hospitals, and institutions public and private. The requirements for admission are good character, good health, a firm purpose and a high school education. The candidates for the matron's course may enter on a grammar school certificate.

There are two full courses of instruction, one in domestic science and one in domestic art. They are as follows:

DOMESTIC SCIENCE. Required Courses. — Foods; foods, advanced; food production and manufacture; chemistry; bacteriology; household management; the study of beauty in common things as applied to the home; and theory and practice of teaching domestic science. The last is required for teachers only. Domestic work; matron's work; psychology, practice teaching, required for teachers only; emergencies, hygiene, home nursing; physical training; and of the Bible. **Elective Courses.** — Educational sewing or matron's sewing; drafting undergarments; and Y. W. C. A. course.

DOMESTIC ART. Required Courses. — Educational sewing, or matron's sewing; machine sewing; study of textiles; drafting and making undergarments; dressmaking; millinery; drawing, color, and form study; equipment and management of school, observation and practice teaching; the study of beauty in common things as applied to the home; psychology, practice teaching; physical training; and of the Bible. **Elective Courses.** — Emergencies, hygiene and home nursing; and Y. W. C. A. course.

In addition to classrooms and laboratories there is a school home where most of the students reside which is the great laboratory for the actual practice of the processes of caring for a home. Diplomas or certificates are awarded those students who fulfill the requirements and who complete the courses of instruction creditably. Board and tuition for one year are \$200. Tuition for one year is \$75.

There are evening classes for outside pupils in dressmaking, millinery, and cooking. Fees for these vary from \$2 to \$5 for a series of 10 lessons. There are four resident instructors, including the Principal, and seven non-resident instructors besides special lecturers. Funds for the support of these two schools in addition to the regular fees are obtained from contributions, legacies, annual subscriptions, and personal gifts.

LABOR LEGISLATION IN OTHER STATES AND FOREIGN COUNTRIES.

In the following summary, we present a review of the labor legislation in some of the States of the country enacted during the session of 1903, as well as the most recent labor laws available for foreign countries. In some instances, an abstract of the law is given, while the importance and understanding of others seemed to warrant their being quoted in full.

In all cases possible the number of the chapter is given, as well as the subject covered and date of approval, so that the digest may serve as a reference work for those who wish to consult the statutes of the respective States. The Bureau intends to continue this work in successive issues.

The States follow in alphabetical order :

Alabama.

An Act to prohibit Boycotting, Unfair Lists, Picketing or Other Interference with the Lawful Business or Occupation of Others, and to provide a Penalty therefor.

SECTION 1. That it shall be unlawful for two or more persons to conspire together for the purpose of preventing any person, persons, firm or corporation from carrying on any lawful business within the State of Alabama, or for the purpose of interfering with the same.

SEC. 2. That it shall be unlawful for any person or persons to go near to or loiter about the premises or place of business of any person, firm or corporation engaged in a lawful business, for the purpose of influencing or inducing others not to trade with, buy from, sell to or have business dealings with such person, firm or corporation, or to picket the works or place of business of such other person, firm or corporation for the purpose of interfering with or injuring any lawful business or enterprise. *Provided*, that nothing herein shall prevent any person from soliciting trade or business for a competitive business.

SEC. 3. That it shall be unlawful to print or circulate any notice of boycott, boycott cards, stickers, dodgers, or unfair lists, publishing or declaring that a boycott or ban exists or has existed or is contemplated against any person, firm or corporation doing a lawful business, or publishing the name of any judicial officer or other public official upon any blacklist, unfair list or other similar list because of any lawful act or decision of such official.

SEC. 4. That it shall be unlawful to use force, threats or other means of intimidation to prevent any person from engaging in any lawful occupation at any place he or she sees fit.

SEC. 5. That it shall be unlawful for any person, firm or corporation to maintain a blacklist, or to notify any firm or corporation that any person has been blacklisted by such person, firm or corporation, or to use any other similar means to

prevent such persons from receiving employment. Any person, firm or corporation violating any provision of this act must, on conviction, pay a fine of not less than \$50, nor more than \$500, or to be imprisoned not to exceed 60 days hard labor for the county.

That all laws and parts of laws in conflict with the provisions of this act be and the same are hereby repealed. Approved September 26, 1903.

Arizona.

Act 8. Eight-hour Legislation affecting Miners.

Restricts the employment of workmen in all underground mines or workings to eight hours per day except in cases of emergency where life or property is in imminent danger. Became effective June 1, 1903. Approved March 10, 1903.

Act 34. Railroad Employees' Protection Act.

Prohibits the employment of any conductor, engineer, fireman, brakeman, telegraph operator, or any employé who has worked in his respective capacity for 16 consecutive hours, except in case of actual necessity, until such employé shall have at least nine hours' rest. Approved March 18, 1903.

Act 58. Regulates Payment of Employés in Money.

Requires all persons, firms, corporations, and companies using coupons, script, punchouts, store orders, or other evidences of indebtedness to pay laborers and employés for labor or otherwise to redeem the same in lawful money of the United States in the hands of their employés, laborers, or bona fide holder, and to provide a legal remedy for collection for same in favor of said laborers, employés, and bona fide holders. Approved March 19, 1903.

Arkansas.

Act 4. Labor Day.

The first Monday in September of each year is declared to be a holiday to be known and designated as Labor Day. Approved January 29, 1903

Act 127. Child Labor.

Prohibiting the employment of children under ten years of age. No child under the age of 12 years to be employed in or about any factory or manufacturing establishment unless a widowed mother or totally disabled father is dependent upon the labor of such child, or in case the child is an orphan, and has no other means of support. Certificate shall be furnished in such cases. No child under the age of 14 years shall be employed at labor in or about any factory or manufacturing establishment between the hours of 7 P.M. and 6 A.M. or for more than 80 hours in any one week or 10 hours a day. No child under 14 years shall be employed in or about any factory or manufacturing establishment unless he or she can read and write simple sentences in the English language. Such child must attend school for at least 12 weeks of each year; six weeks of said schooling to be consecutive. Approved April 8, 1903.

Act 144. Limits the Hours of Labor of Railway Employés.

Any company operating or owning a railroad over 30 miles in length in whole or in part within this State shall not permit any conductor, engineer, fireman, brakeman, or any trainman, or any train or any telegraph operator who has worked in his respective capacity for 16 consecutive hours to again perform any work until he has had at least eight hours' rest. Approved April 14, 1903.

Act 147. Wheelwrights and Blacksmiths given a Lien on Productions of Labor.

Gives wheelwrights and blacksmiths who perform work or labor for any person if unpaid for the same an absolute lien on the product of their labor and upon any article repaired by them. Account of such work is to be filed with the clerk of the circuit court of the county in which the debtor resides within 30 days after such work or labor is performed. Approved April 15, 1903.

Act 155. Wages of Discharged Railroad Employés.

Provides that discharged railroad employés be paid wages due them on the day of their discharge; if not paid within seven days after request for payment, the wages of such employé shall continue from the date of discharge until paid, at the same rate. Became a law April 21, 1903.

Georgia.

*Calvin Vagrancy Act.**

Be it enacted by the General Assembly of Georgia and it is hereby enacted by the authority of the same, that from and after the passage of this Act Section 453 Volume III of the Code of 1896 be and the same is hereby amended by designating another class of persons as vagrants: by striking out in its entirety paragraph second of said Section, line 14 to 26, both inclusive, beginning with the following words: "Any person may arrest" and ending with the words "for one year" and substituting in lieu thereof a paragraph providing a speedier method of pointing out and arresting persons alleged to be vagrants, and prescribing a more specific procedure and punishment in all cases contemplated by

this Act so that said Section, thus amended, shall read as follows: Vagrants are—

1. Persons wandering or strolling about in idleness who are able to work and have no property to support them.

2. Persons leading an idle, immoral or profligate life, who have no property to support them, and who are able to work and do not work.

3. All persons able to work, having no property to support them, and who have no visible or known means of a fair, honest and reputable livelihood. The term "visible and known means of a fair, honest and reputable livelihood" as used in this Section shall be construed to mean reasonably continuous employment at some lawful occupation for reasonable compensation or a fixed and regular income from property or other investment which income is sufficient for the support and maintenance of such vagrant.

4. Persons having a fixed abode who have no visible property to support them and who live by stealing or by trading or bartering stolen property.

5. Professional gamblers living in idleness.

6. All able bodied persons who are found begging for a living or who quit their houses and leave their wives and children without the means of subsistence.

7. That all persons who are able to work and who do not work but hire out their minor children and live upon their wages shall be deemed and considered vagrants.

8. All persons over 16 and under 21 years of age able to work and who do not work and have no property to support them and have not some known and visible means of a fair, honest and reputable livelihood and whose parents are unable to support them and who are not in attendance upon some educational institute. It shall be and is hereby made the duty of the Sheriff and the Constables in every County, and the Police and Town Marshals or other like officials in every Town and City in this State to give information under oath to any officer now empowered by law to issue criminal warrants, of all vagrants within their knowledge or whom they have good reason to suspect as being vagrants, in their respective Counties, Towns and Cities: thereupon the said officer shall issue a warrant for the apprehension of the person alleged to be a vagrant, and upon being brought before him, the said officer, and probable cause be shown, shall bind such person over to any Court of the County having jurisdiction in misdemeanor cases. If upon a trial by a jury sworn to inquire whether such person be a vagrant or not, the fact of vagrancy be established, the said vagrant shall be bound in sufficient security in the discretion of the Court for his future industry and good conduct for one year. Said bond shall be payable to the Court. Upon such vagrant's refusal or failure to give such security, the said vagrant shall be punished as for a misdemeanor, Provided, that it shall be a sufficient defense to the charge of vagrancy under any of the provisions of this Act that the defendant has made bona fide efforts to obtain employment at reasonable prices for his labor, and has failed to obtain the same.

Sec. 2. Be it further enacted by the authority aforesaid, That all laws and parts of laws in conflict with this Act be and the same are hereby repealed. Approved August 17, 1903.

* It is predicted that this Act will have an important bearing upon the child labor question in Georgia. See Section 7.

Illinois.**Apprentices.**

In all indentures it shall be provided that the master shall cause such clerk, apprentice or servant to be taught to read and write and the ground rules of arithmetic; also that at the expiration of such term of service, the master shall give such apprentice a new Bible and two complete suits of new wearing apparel suitable to his or her condition in life, and \$20 in money, in all cases where the term of service has been one year or more. In all municipalities where a manual training school is maintained for the technical instruction of apprentices, such indentures shall further provide that it shall be the duty of the master to cause the apprentice to attend such school for at least three consecutive months in each year without expense to the apprentice. Approved May 15, 1903.

Arbitrations and Awards.

An Act to amend the Act creating a State Board of Arbitration for the investigation or settlement of difficulties between employers and their employees. The salary of the secretary is increased from \$1,200 to \$2,500 a year. Approved May 15, 1903.

Manufacture of Explosives Regulated.

Amendment to an Act regulating the manufacture, transportation, use, and sale of explosives and to punish an improper use of the same. Approved May 15, 1903.

Child Labor.

Forbids the employment of children under 14 years of age at any gainful occupation in any theatre, concert hall, or place of amusement, where intoxicating liquors are sold or in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. Age and school certificate required when children over 14 and under 16 years are employed at these occupations. No child under 14 years shall be employed at any work performed for wages or for compensation to whomsoever payable during any portion of any month when the public schools of the town, township, village, or city in which he or she resides are in session, nor be employed at any work before the hour of seven in the morning or after six in the evening, provided that no child shall be allowed to work more than eight hours in any one day. Registers are to be kept, wall lists to be posted, and age and school certificates to be placed on file. Hours of labor of persons under 16 years at any gainful occupation are limited to 48 a week or eight hours a day; no work to be performed before seven in the morning or after seven at night. Certain employments are forbidden for children under 16 years, such as working around certain machinery, running elevators, handling poisonous substances, etc. Employment is forbidden of minors over 14 years and under 16 years who cannot read and write simple sentences unless they attend a public evening school if such is maintained in town or city in which minor resides. Approved May 15, 1903.

Factory Inspectors.

Amendment to an Act regulating the manufacture of clothing, wearing apparel and other articles in this State, and to provide for the appointment of State inspectors to enforce the same and to make an appropriation therefor. Approved May 15, 1903.

Free Employment Bureaus.

Relates to employment offices and agencies in the State and repeals all Acts and parts of Acts in conflict therewith. Approved May 11, 1903.

Wages.

Regulates and enforces the payment on regular pay day of wages due laborers, servants, and employees from corporations doing business in this State; certain contracts declared illegal. Approved May 14, 1903.

Garnishment of Wages.

Relates to wages earned outside of State; specifies that wages earned out of this State and payable out of this State shall be exempt from attachment or garnishment in all cases where the cause of action arose out of this State, unless the defendant in the attachment suit is personally served with process. If not personally served, the court, justice of the peace, or police magistrate issuing the writ of attachment or garnishment shall not entertain jurisdiction of the cause, but shall dismiss the suit at the cost of the plaintiff. Approved May 12, 1903.

School Employes Pension Fund.

Provides for the formation and disbursement of a public school employes pension fund in cities having a population exceeding 100,000, the fund to consist of amounts retained from the salaries or wages of employes to be deducted in equal monthly installments from such wages at the regular time of payment thereof, and all moneys derived from any and all other sources. City treasurer to be custodian of fund under control and direction of board of trustees which shall consist of the president and secretary of the board of education and four employes contributing to said fund, the latter to be elected by ballot by the employes contributing to fund. Any contributor attaining the age of 55 years and who has been in service of said board of education for 10 years and who has contributed to fund for 10 years has a right to retire and become a beneficiary; said benefit or annuity shall be proportionate to the amount of contributions of such employe. Provides for benefit to widow of deceased contributor to fund. Provides for retirements under Act of 1895 relating to formation and disbursement of a public school teachers' and public school employes' pension and retirement fund. Approved May 15, 1903.

Convict Labor.

The laws of Illinois of 1903 include a very important Act regulating the employment of convicts and prisoners in the penal and reformatory institutions of the State of Illinois, and providing for the disposition of the products of their skill and industry. "The Board of Prison Industries of Illinois" is created and is composed of the commissioners of the two State penitentiaries and reformatory. Board to dispose of products of convicts—sale on open market—not to compete with free labor. Labor of convicts not to be contracted for—sale of products to State, etc. Eight hour day prescribed—use of machinery—instructions of convicts. State institutions to have precedence of subdivisions of State. Board of classification created; shall fix price of labor and products, the State auditor to prescribe the form of cards to be kept. Certain convicts may receive pay for work. How the balance due convicts may be drawn. Board of Industries shall designate bank for de-

posit of funds—bank shall give bond and pay interest—fund, how drawn. Duty of Attorney General in case of illegal contracts made by wardens, or others. Board required to enforce provisions of Act not later than July 1, 1904—termination of contracts; removal of property of contractors. Approved May 11, 1903.

Indiana.

Chap. 46. *Hours of Service of Trainmen.*

Limits the service of trainmen on railroads to 16 consecutive hours, allowing at least eight hours' rest and relief from all duty; such company violating this Act shall be liable to all persons and employes injured by reason thereof, and no employe shall be held to have assumed the risk incurred by reason of such violation or failure. Approved Feb. 23, 1903.

Chap. 171. *Payment of Wages.*

Concerns the issuance of checks, tickets, tokens, or any other device payable in merchandise or anything other than lawful money of the United States, or checks on a solvent bank by any person, firm, company, corporation, or association in payment or exchange for the assignment or transfer of wages of employes or other persons rendering service for hire; repeals all laws in conflict therewith. Approved March 9, 1903.

Convict Labor.

An amendment to the Act concerning the employment of the convicts of the State Prison was passed in 1903 (Chap. 16*) and stipulated that contracts, whether made for the labor of said convicts or on the piece price system, shall be awarded to the highest and best bidder for the same. No contract for the labor of convicts shall be made for a longer period than up to Oct. 1, 1910. Eight hours shall constitute a regular work-day. Chap. 243,† Acts of 1903, created a Board on Prison Reform to be composed of six members, three to be appointed by the governor and the other three to be the warden of the State Prison, superintendent of the Reformatory, and the secretary of the Board of State Charities.

Montana.

Chap. 88. *Employers' Liability.*

Sec. I. Every railway corporation, including electric railway corporations, doing business in this State shall be liable for all damages sustained by an employe thereof, within this State, without contributing negligence on his part, when such damage is caused by the negligence of any train dispatcher, telegraph operator, superintendent, master mechanic, yardmaster, conductor, engineer, motorman, or of any other employe who has superintendence of any stationary or hand signal.

Sec. II. That every company, corporation, or individual operating any mine, smelter or mill for the refining of ores shall be liable for all damages sustained by an employe thereof within this State, without contributing negligence on his part, when such damage is caused by the negligence of any superintendent, foreman, shift-boss, hoisting or other engineer, or crane-men.

Sec. III. No contract of insurance, relief, benefit, or indemnity in case of injury or death, nor any other contract entered into either before or after the injury, between the person injured and any of

the employers named in this Act shall constitute any bar or defense to any cause of action brought under the provisions of this Act.

Sec. IV. All Acts and parts of Acts in conflict herewith are hereby repealed.

Sec. V. This Act shall take effect and be in force from and after its passage and approval by the Governor. Approved March 5, 1903.

Nevada.

Chap. 4. *Eight-hour Day on Irrigation Works.*

Sec. 4. Provides that in the construction of irrigation works in the State eight hours shall constitute a day's work, and no Mongolian labor shall be employed thereon. Approved Feb. 16, 1903.

Chap. 10. *Hours of Labor in Mines.*

Regulates the hours of employment of workmen in all underground mines or workings and in smelters and ore reduction works to eight per day, and provides penalties for violations thereof. Approved Feb. 23, 1903.

Chap. 13. *Protection of Workmen.*

Provides for the protection of workmen employed where machinery is used with collars and pulleys secured by set screws, but does not prevent recovery in a suit for damages for injuries. Approved Feb. 26, 1903.

Chap. 37. *Eight-hour Day on Public Works.*

On public works, all works or undertakings carried on or aided by the State, county, or municipal governments, eight hours shall constitute a day's labor; violation of Act creates forfeiture to contractors. Approved March 9, 1903.

Chap. 111. *Agreements—Labor Organizations.*

Makes it unlawful for employers to enter into agreements with their employes, or persons about to enter their employment, not to become or continue as members of labor organizations. Approved March 17, 1903.

Chap. 124. *Coercion and Intimidation.*

Prevents the compelling of employes of persons, companies, corporations, or associations to trade at any particular store or board at any particular boarding house by means of coercion, intimidation, or otherwise, in this State. Approved March 20, 1903.

New York.

Resolution on Labor on Public Works.

Concurrent resolution of the Senate and Assembly to amend the constitution (section 1 article 12) was passed so as to allow the Legislature to fix and regulate the wages or salaries, the hours of work or labor, and make provision for the protection, welfare, and safety of persons employed by the State or by any county, city, town, village, or other civil division of the State, or by any contractor or subcontractor performing labor or service for the State or for any county, city, town, village, or other civil division thereof. Passed April, 1903.

Chap. 74. *Laborers in Armories and Arsenals.*

Amendment to the military code relative to the appointment of laborers in armories and arsenals and of the property connected therewith. Approved March 25, 1903.

* Approved Feb. 14, 1903.

† Approved March 11, 1903.

Chap. 151. *Employment of Children in Street Trades.*

Prohibits male children under 10 years of age and girls under 16 years in any city of the first class to sell or expose or offer for sale newspapers in any street or public place. Newsboys under 14 years of age are obliged to have a permit and badge issued by the district superintendent of the Board of Education of the city and school district where the child resides. The badge must be worn by the child at all times while at work, and must be surrendered to the proper authority at the expiration of one year from the date of issue. No child to sell newspapers after 10 o'clock in the evening. Approved April 8, 1903.

Chap. 184. *Factory Employment.*

Amends the labor law relative to the employment of women and children in factories. The factory law has up to this time prohibited the employment of children under 14 years of age in factories. The new law forbids children under the age of 14 years to be employed, permitted, or suffered to work in or in connection with any factory in the State. No child between the ages of 14 and 16 shall be so employed, permitted, or suffered to work unless an employment certificate issued as provided according to the law shall have been filed in the office of the employer at the place of employment of such child. Approved April 15, 1903.

Chap. 243. *Two-Platoon System in Buffalo.*

Permits the two-platoon system in the Buffalo fire department (amendment to Chap. 105, Acts of 1891). The board of fire commissioners may with the approval of the mayor and Common Council divide the captains or foremen of companies, lieutenants, or assistant foremen, engineers, and firemen of all grades into two platoons, one to perform day service and the other night service. In cases of riot or serious conflagration the board or chief engineer shall have power to assign all members of the department to continuous duty. Neither of said platoons shall be required to perform continuous day service or night service for a longer consecutive period than one week, except so far as may be necessary to equalize the hours of duty and service between the two platoons. The salaries now paid to men in the department shall not be reduced. Approved April 24, 1903.

Chap. 255. *Women and Children in Commercial Employments.*

The Act amending article 11 of the labor law applies only to cities and villages which at the last preceding State enumeration had a population of 3,000 or more. No child under the age of 16 years shall be employed, permitted, or suffered to work in or in connection with any mercantile establishment, business office, or telegraph office, restaurant, hotel, department house, or in the distribution or transmission of merchandise or messages more than 54 hours in any one week or more than nine hours in any one day, or before 7 o'clock in the morning or after 10 o'clock in the evening of any day. No female employed between 16 and 21 years of age shall be allowed to work in or in connection with any mercantile establishment more than 60 hours in any one week or more than 10 hours in any one day unless for the purpose of making a shorter work day on some one day of the week; or before 7 o'clock in the morning or after 10 o'clock

at night. Vacation work for children under 14 years of age is prohibited in cities of the first and second class, but in villages and cities of the third class children 12 years of age may be employed during the summer vacation of the public schools if such children can read and write simple sentences in the English language. Certificates, to be designated as vacation certificates, must be issued to all such children. Approved April 24, 1903.

Chap. 293. *Registration of Nurses.*

Provides for the examination and registration of nurses. The regents of the State University are to have charge of the registration and to appoint a State board of five examiners from a list of ten members from the New York State Nurses Association nominated by the association. Approved April 24, 1903.

Chap. 325. *Protection of Motormen.*

Requires the enclosure of platforms on street cars throughout the State, with the exception of Manhattan and Brooklyn boroughs of New York City, during December, January, February, and March; both platforms are to be enclosed from the fronts of the platforms to the fronts of the hoods, so as to afford protection to employes operating cars. Approved May 6, 1903.

Chap. 349. *Discrimination against National Guardsmen.*

Imposes a penalty upon persons or organizations discriminating against members of the National Guard; protects the National guardsmen from discharge in their means of livelihood but does not give them any preference or advantage on account of their membership. It is deemed a misdemeanor to interfere in any way with the employment of the National guardsmen on account of their membership or to dissuade a person from enlisting by threat of injury with reference to his employment, trade or business. Forbids trade organizations from passing resolutions or by-laws discriminating in the matter of membership against members of the National Guard. Approved May 6, 1903.

Chap. 380. *Amendment relating to False Statements in Applications made for Employment Certificates.*

Provides penalty for any person who knowingly makes a false statement in or in relation to any application made for an employment certificate required by the labor law. Approved May 6, 1903.

Chap. 426. *Amendment to the Railroad Law in Relation to the Protection of Certain Employes of Street Railroads.*

Applies to the counties of Albany and Rensselaer and requires that platforms on all cars throughout said counties must be enclosed in front and on one side from December to April and platforms on cars used more than a mile outside the city limits must be completely enclosed. Approved May 7, 1903.

Chap. 459. *Amendment to Title 16 of Chap. 556, Acts of 1894, known as the Consolidated School Law.*

Requires children between eight and 14 years of age to attend school throughout the entire school year and absolutely prohibits the employment of any child under 14 years in any business or service whatever during any part of the term during which

the public schools of the district in which the child resides are in session. Every boy between 14 and 16 years of age who is engaged in any useful employment or service in a city of the first or second class and who has not completed such course of study as is required for graduation from the elementary public schools of such city, shall attend the public evening schools of such city or other evening schools offering an equivalent course of instruction for not less than six hours each week for a period of not less than 16 weeks in each school year or calendar year. When children between 14 and 16 years are employed school certificate is required, stating attendance at school, ability to read and write English, and familiarity with the fundamental operations of arithmetic. Approved May 7, 1908.

Chap. 461. Garnishment of Wages.

Provides for the attachment of wages by garnishment or trustee process whereby the creditor is enabled to collect a debt by intercepting wages due his debtor. When sufficient property not exempt by law from execution cannot be found in the possession of a man against whom a creditor has secured judgment for necessities of life furnished to satisfy the debt, judgment at the discretion of the court may be made a lien and continuing levy of 10 per cent upon the wages, debt, earnings, salary, profits or income from trust funds due to debtor, provided such wages, etc., exceed \$20 a week. Thus upon judgment duly obtained the employer of a man earning \$25 a week would be required to deduct \$2.50 a week from the wages due such employé and pay same to an officer acting for the latter's creditor until the debt was entirely discharged. If the employer should fail or refuse to pay over to said creditor the percentage of said indebtedness he shall be liable to an action therefor by the judgment creditor, and the amount so recovered by the creditor shall be applied towards the payment of the debt. Not more than one judgment may be issued at one time against a debtor, and the latter may apply to the court at any time for a modification of the judgment. Act takes effect September 1, 1908. Approved May 7, 1908.

Chap. 561. An Act to amend the Labor Law relating to Polishing and Buffing.

No male child under the age of 18 years nor any female shall be employed in any factory in this State in operating or using any emery, tripoli, rouge, corundum, stone, carborundum, or any abrasive, or emery polishing or buffing wheel, where articles of the baser metals or of iridium are manufactured. Such employment is a misdemeanor. The commissioner of labor, his assistants, and deputies shall enforce the provisions of this section. Approved May 12, 1908.

Chap. 652. Regulating the Practice of Barbering.

Regulates the practice of barbering in the State of New York, establishes a State board of examiners consisting of two master barbers and two journey-men barbers, which has power to appoint subexamining barbers in villages and cities. No person is to practice barbering without a certificate of qualification from the board, but persons who are now barbers of at least three years experience are to receive certificates on the payment of the fee of \$1 each without examination. The board of examiners has the power to revoke a license or certificate after a hearing for conviction for felony, habitual

drunkenness, gross incompetency, and the use of unclean towels and utensils. When the State or local boards of examiners discover a barber shop in an unsanitary condition, the local board of health is called upon to declare such a shop a public nuisance. The expenses of the boards are to be defrayed out of the moneys received as fees for certificates and examinations. Approved May 15, 1908.

Texas.

Chap. 28. Child Labor.

Section 1. Any person or any agent or employé of any person, firm or corporation, who shall hereafter employ any child under the age of twelve years to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, and not more than two hundred dollars, and each day the provisions of this Act are violated shall constitute a separate offense.

Sec. 2. Any person, or any agent or employé of any person, firm or corporation, who shall hereafter employ any child between the ages of twelve and fourteen years (who cannot read and write simple sentences in the English language) to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, nor more than two hundred dollars; and each day the provisions of this Act are violated shall constitute a separate offense; provided, that such child who has a widowed mother, or parent incapacitated to support it, may be employed between the hours of 6 A.M. and 6 P.M.; provided, further, that such parent is incapacitated from earning a living, and has no means of support other than the labor of such child; and in no event shall any child between the ages of twelve and fourteen years be permitted to work outside the hours between 6 A.M. and 6 P.M.

Sec. 3. Any person, or agent or employé of any person, firm or corporation, owning, operating or assisting in operating, any mine, distillery or brewery, who shall employ any child under the age of sixteen years to labor in or about any mine, distillery or brewery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty, nor more than two hundred dollars.

Sec. 4. The fact that there is now no law to prohibit the employment of children of tender age in the factories of the State, to the great injury of the children, and of society generally, creates an emergency and an imperative public necessity that the Constitutional rule requiring bills to be read on three several days be suspended, and that this bill be put upon its third reading and final passage; and it is so enacted. Approved March 8, 1908. Takes effect 90 days after adjournment.

Chap. 63. Coercion and Blacklisting.

Section 1. That hereafter it shall be unlawful for any person or persons, corporation or firm, or any agent, manager or board of managers or servant of any corporation or firm in this State to coerce or require any servant or employé to deal with or purchase any article of food, clothing or merchandise of any kind whatever, from any person, association, corporation or company, or at any place or store whatever. And it shall be unlawful for any such person or persons, or agent, manager,

or board of managers or servant to exclude from work, or to punish or blacklist any of said employes for failure to deal with any such person or persons or any firm, company or corporation, or to purchase any article of food, clothing or merchandise whatever at any store or any place whatever.

Sec. 2. Any person or persons, company or corporation or association, or any agent, manager or managers, or servant of any company, corporation or association, described in the foregoing section, who shall violate any of the provisions of this Act, shall be guilty of a misdemeanor, and upon conviction shall be fined not less than fifty, nor more than two hundred dollars for each offense.

Sec. 3. The fact that blacklisting, coercion and force relative to compelling employes to trade at certain places exists to a great extent in Texas, and has become a crying evil against the employes who are compelled to trade with employers or be deprived of work necessary to maintain an honest living, creates an emergency and an imperative public necessity that the Constitutional rule requiring bills to be read on three several days be suspended, and that this act take effect and be in force from and after its passage, and it is so enacted.

(Note.—The enrolled bill shows that the foregoing act passed the House of Representatives, no vote given; and passed the Senate, no vote given.)

Approved March 26, 1908. Takes effect 90 days after adjournment.

Utah.

Chap. 98. *Eight-hour Day on Public Works.*

Provides that eight hours shall constitute a day's work in all penal institutions, and on all works and undertakings carried on or aided by the State, county, or municipal governments. Approved March 12, 1908.

Convict Labor. Amendment to Sec. 511, Revised Statutes of 1898.

The Boards of County Commissioners are empowered to provide work for prisoners confined in county jails upon the public grounds, roads, streets, alleys, highways, or public buildings, for the benefit of the county. Approved March 23, 1908.

Virginia.

Child Labor.

1. Be it enacted by the general assembly of Virginia, That no child under the age of fourteen years and over twelve years of age shall be employed in any manufacturing, mechanical, or mining operations in this Commonwealth to work between the hours of six o'clock post-meridian and seven o'clock ante-meridian; and that no child under the age of twelve years shall be employed in any manufacturing, mechanical, or mining operation in this Commonwealth; and any owner, agent, superintendent, overseer, foreman, or manager of any manufacturing, mechanical, or mining operation who shall knowingly employ, or permit to be employed, in the operation of which he is owner, agent, superintendent, overseer, foreman, or manager any child contrary to the provisions of this act, and any parent or guardian who allows or consents to such employment of his child or ward, shall, upon conviction of such offense, be fined not less than twenty-five dollars nor more than one hundred dollars.

2. This act shall be in force on and from January first, nineteen hundred and four. Approved April 16, 1908.

FOREIGN LEGISLATION.

Victoria, Australia.

An Act relating to the Railway Employes Strike.

WHEREAS a large number of persons employed in the service of the State as employes in the Railways Department have combined together to cease performing their duties in order to destroy thereby the effective Railway Service of the State: And whereas they have in pursuance of such combination ceased to perform their duties in the Railway Service of the State and have thus effected a strike: And whereas it is necessary to invest His Majesty's Government with further powers to restore to the public the full use of the railways of the State: Be it therefore enacted by the King's Most Excellent Majesty by and with the advice and consent of the Legislative Council and the Legislative Assembly of Victoria in this present Parliament assembled and by the authority of the same as follows (that is to say):—

1. This Act may be cited as the *Railways Employes Strike Act 1908*, and the words and expressions in this Act unless inconsistent with the context shall have the same meanings as in section three and Part II of the *Railways Act 1890* as amended by the *Railways Act 1891*.

2. Every person employed in the Railway Service, either in a permanent office or as a supernumerary, who has ceased in pursuance of the strike to perform his duties, shall be deemed to have joined in the strike and to have become a striker.

3. (1) Every officer or employé in the Railway Service who has become a striker shall without any order of removal or dismissal by the Commissioners be deemed to have ceased immediately on becoming a striker to be an officer or employé in the Railway Service, and to have forfeited all rights (if any) to any future pension, gratuity, compensation, superannuation, or retiring allowance, and also all legal rights or privileges whatsoever arising out of or pertaining to his previous employment as an officer or employé, save and except as to any salary or pay due to him at the time of his becoming a striker.

(2) Notwithstanding anything contained herein or in the Railways Acts—

(a) The Commissioners may, with the consent of the Governor in Council, reinstate in the Railway Service any officer or employé who may have been a striker; and such officer or employé may be so reinstated in any class, rank, position, or grade not superior to that previously occupied by him; and such reinstatement shall be subject to such just and equitable terms and conditions as the Commissioners with consent as aforesaid may determine with regard to any officer or employé so reinstated; and

(b) The Commissioners may, subject to such consent as regards officers or employes who had previous to striking a right to future pension, gratuity, compensation, or superannuation or retiring allowance, allow or refuse to allow any such right in whole or in part to such extent as seems to them to be just and reasonable, having regard to the particular circumstances of each case and the merits of the person concerned.

4. (1) In order that the positions in the Railway Service rendered vacant by any removals or dismissals of officers and employes for becoming strikers or for any misconduct connected with the strike or by the operation of this Act may be readily and quickly filled up, the Commissioners may with the consent of the Governor in Council and notwith-

standing anything to the contrary in the Railways Acts, appoint to any such positions any persons who were engaged under or pursuant to a notification inviting applications for the positions of engine-drivers and firemen signed and issued by the Commissioner, W. Fitzpatrick, and on the eighth day of May One thousand nine hundred and three and who in the Commissioners' opinion are competent to fulfil the duties thereof.

(2) Any such appointments may be made to any permanent office or for any specified period not exceeding two years on such terms and conditions as may be determined by the Commissioners before appointment.

(3) Persons may be so appointed without public notice or previous examination or probation, on proof only of competency to fill the duties of the position to which they may be appointed.

(4) Persons who are appointed temporarily need not insure their lives, but those appointed to any permanent office must comply with the life assurance provisions of the Railways Acts within such period not exceeding one year from the date of appointment as the Commissioners may direct.

(5) For the purposes of this section persons may be appointed to any class, rank, position, or grade, and employes who are not strikers may be promoted to any positions rendered vacant as aforesaid, irrespective of their previous position or seniority or length of service.

5. No action or proceeding shall be brought or maintained or verdict found or judgment given in any court against the Commissioners as a carrier of passengers or goods or as a common carrier or against any of their officers or employes for any loss, damage, injury, or delay caused or occasioned to any person by reason of the failure of the said Commissioners or officers or employes to perform any duty or fulfil any obligation arising out of any contract or otherwise, provided such failure shall have arisen from or been caused by or in consequence of or been incidental to the strike, or shall have arisen by reason of the failure of any strikers to perform their duties as officers or employes of the Commissioners, or shall have arisen by reason of any action of any strikers or persons apparently acting in combination with strikers, or to further or continue the strike.

6. This Act shall be deemed to have come into operation on the ninth day of May One thousand nine hundred and three and shall continue in operation until the end of the next ensuing session of Parliament unless the Parliament otherwise determines; but the expiration of this Act shall not affect the past operation of this Act, or the validity of anything done or suffered thereunder, or invalidate or affect any appointment or promotion made in pursuance of this Act, or revive any action prohibited by this Act. Approved May 22, 1903.

Germany.

During 1902, the following legislation relative to labor was adopted by the Federal Council of Germany:

Jan. 23. Ordinance limiting hours of labor in hotels, liquor saloons, etc., to 15 in 24 for employes under 16 years of age, and 16 in 24 for persons over 16 years of age; providing full 24 hours rest once in three weeks, and forbidding employment of boys under 16 years and girls under 18 years between 10 P.M. and 6 A.M. To take effect Apr. 1, 1902.

Jan. 31. Ordinance forbidding employment of women and children in the manufacture of chicory or in chicory factories where motors run by ele-

mentary force (steam, gas, water, wind, electricity, etc.) are used; and forbidding women and children to remain in such factories while the work of drying is in progress. To take effect Apr. 17, 1902, and remain in force 10 years.

March 1. Ordinance regulating conditions of employment in shops for vulcanizing India rubber; providing for protection of employes against acid poisoning and other dangers of the work. To take effect July 1, 1902.

March 5. Ordinance forbidding employment of children under 14 years of age and women in manufacturing, polishing, or engraving glass, in glass blowing, or in the preparatory processes; in some of the less dangerous and fatiguing parts of the work, boys under 14 years, holding proper medical certificates, may be employed for not more than 10 hours a day. To take effect April 1, 1902, and remain in force 10 years.

March 5. Ordinance relative to employment of women and children in manufacturing and refining sugar—banning employment on trucks or in other fatiguing branches of the work and in any rooms where excessive heat is required. To take effect April 1, 1902, and remain in force 10 years.

March 15. Ordinance providing that the ordinance of February 1, 1895, regulating employment of children in the coal mines of Prussia, Baden, and Alsace-Lorraine, should remain in force till April 1, 1903. The ordinance provides that no child under 14 years of age shall be employed in the coal mines and that children over 14 years must not work more than eight hours a day or before 5 A.M., and that not less than 12 hours must elapse between two days work.

March 20. Ordinance amending ordinance of March 24, 1892, relative to employment of women in coal, lead, and zinc mines in the regency of Oppeln, by striking out certain restrictions. To be in force until April 1, 1907.

March 20. Ordinance relative to protection of employes in quarries and stone cutting works, providing for sheds for protection from the weather and for proper resting places; also for precautions to be taken against accidents and injury to the health of workmen; limiting hours of labor to 9 or 10 for men; and forbidding employment of women and children in any dangerous work. To take effect Oct. 1, 1902, except sections relating to women which take effect Oct. 1, 1903.

April 30. Ordinance authorizing the creation of a Council for Labor Statistics under the Imperial Office of Statistics.

May 27. Ordinance relative to the employment of women and children in rolling mills and forges; specifying restrictions as to nature of work allowed; limiting hours of labor. To take effect June 1, 1902, and remain in force for 10 years.

June 2. Law regulating seamen's employment agencies; forbidding ship chandlers, keepers of lodging houses, inns, etc., or persons interested in such business, to act as employment agents; regulating fees, etc.; and establishing punishments for infringements of the law. To take effect April 1, 1903.

June 24. Ordinance concerning employment of minors in shops for beekling and similar work. To be in force until July 1, 1903.

October 22. Ordinance regulating conditions of labor in the manufacture of goods requiring crude wool, hair, or bristles so as to protect the health of employes. To take effect Jan. 1, 1903.

December 9. Ordinance requiring wage books for employes in the manufacture of clothing and lingerie. To take effect Apr. 1, 1903. *Annuaire de la Legislation du Travail, 1903. — Brussels, 1903.*

RECENT LEGAL LABOR DECISIONS.

Employers' Liability—Negligence—Boss. The Supreme Court of Kansas held, in the recent case of *Schmalstieg vs. Leavenworth Coal Company*, that the negligence of a fire boss, whom the owner of a mine is required by statute to employ, renders the employer liable for an injury to an employé caused thereby.

Sub-Agent—Negligence—Liability. The Supreme Court of Georgia held, in the recent case of *Morris et al. vs. Warlick et al.*, that where an agent has authority to employ a sub-agent to do the work of the principal, the agent is not liable for the negligence of the sub-agent in the performance of the work if due care has been employed in his selection.

Alien—Citizenship—Immunities. According to the decision of the Supreme Court of California, in the matter of *Johnson's Estate*, an alien has no right to raise the question whether a statute is violative of section 2 of article 4 of the Constitution of the United States, declaring that the citizens of each state shall be entitled to all the privileges and immunities of citizens of the several states.

Sales in Bulk—Creditors—Statute. The Supreme Court of Washington held, in the recent case of *McDaniels vs. J. J. Connolly Shoe Company*, that a statute forbidding the purchase of a stock of goods in bulk without ascertaining the seller's creditors and having their claims settled does not deprive the seller of his property without due process of law, and is not void as class legislation or as being in restraint of trade.

Physician—Corporation—Employé. The Supreme Judicial Court of Massachusetts held, in the recent case of *Kling vs. Forbes Lithograph Company*, that a physician could not recover of a manufacturing company for services rendered to its employé where it appeared merely that a superintendent of one of its departments, authorized to employ and discharge workmen, told the employé to go to the hospital to be treated, and said that all bills would be paid by the company.

Building—Contract—Labor Claims. The Supreme Court of California held, in the recent case of *Gibbs vs. Tally*, that legislation requiring an owner of property who had made and filed a valid contract for the placing of a building thereon, under which, by the terms of the statute, the entire contract price might be applied to the claims of laborers and material men, to furnish a bond which would make him liable to them in an additional amount, in case their claims were not satisfied by the contractor, was unconstitutional.

Accident—Negligence—Proximate Cause. The Supreme Court of Tennessee held, in the case of *The Chattanooga Light & Power Company vs. Hodges*, that where an employé was mortally burned in his employer's burning building, which he had entered to telephone an alarm of fire after he had failed to give an alarm elsewhere as he had left the building to do, the proximate cause of his death

was not the employer's negligence in constructing and maintaining the building so as to be likely to burn, but the employé's act in re-entering the building after he had reached a place of safety.

Eight-Hour Law Held Void. The Supreme Court of Ohio held, in the recent case of *The City of Cleveland vs. Clements Brothers Construction Company*, that an act limiting to eight hours per day the work of laborers, etc., employed on behalf of the state or any of its political subdivisions, and requiring that every contract for public work should contain a stipulation that no laborer should be permitted to work more than eight hours, under penalty of a forfeiture by the contractor of a certain sum for each day any person should work more than such time, was unconstitutional and void.

Labor Union—Liability—Damages. Last year, in a suit brought by the Welsh Coal Owners' Association against the Miners' Federation for \$500,000 damages for ordering stop days without consulting the owners, Mr. Justice Bigham decided in favor of the defendants, on the ground that there was no malice in the action of the men, who believed that a reduction of the output would benefit both parties. The English Court of Appeal reversed the decision by a majority vote, on the ground that the Miners' Federation had willfully procured the men to quit work and break their contracts. The question of damages was referred back to the trial court.

Employer's Liability—Fellow-Servants. The Supreme Court of Indiana held, in the recent case of *The Southern Railway Company vs. Harrel*, that in keeping the "place" where its employé is working reasonably safe, the employer is under no obligation to guard him against possible dangers that may arise by reason of the negligence or misconduct of his fellow-servants in moving things upon or over such place in carrying forward the master's work, and that a workman building a bridge pier beside a railroad, and as incident thereto assisting in moving heavy stones by means of a derrick, could not recover for an injury due to the raising of a stone by the derrick, while a train was passing, and his co-employés letting go their hold on the same, so that it swung around against the moving train and was thrown upon the plaintiff.

Strike—Interference—Injunction. The United States Circuit Court for the District of Minnesota held, in the recent case of *Koudsen vs. Benn*, that employés who have quit their employment have no further interest in the business of their former employer, and no lawful right to interfere with such business by attempting to compel or induce other employés to leave his service and violate their contracts by means of threats, force, intimidation, violent or abusive language or persuasion, and that where the business is the handling of property while in course of transportation as a subject of interstate commerce, and it is stopped or obstructed by such action on the part of the defendants, the continuance of such interference will be enjoined by a federal court.

Loan Association — Stockholder — Debt. The Kentucky Court of Appeals held, in the recent case of the National Building & Loan Association vs. Frisbie et al., that a borrowing stockholder in a building and loan association which is a going concern is chargeable only with his loan and legal interest, and should be credited with all payments, whether made as dues, premiums or interest, but that after the association has made an assignment for the benefit of its creditors it is too late for a borrowing stockholder to have payments made by him on his stock subscription applied as a credit on his loan, and that a mere offer on the part of a borrowing member to pay his indebtedness to the association while it is a going concern is not equivalent to a tender of payment of the debt.

Railroad — Accident — Liability. In the case of Gay's Administrator vs. Southern Railway Company et al., recently decided by the Supreme Court of Appeals of Virginia, it appeared that a fireman on a yard engine was struck on the head and injured by a standard projecting from a disabled car standing on a siding. The claim against the company was based on the theory that the disabled car might have been put in a safer place. The court held that the crew of a yard engine, whose duty it is to remove disabled cars, assume the risks that are incident to the discharge of the duty from open and obvious causes, and that it was incident to a service of that description that broken cars might sometimes be put in the wrong place in the yard and no sufficient notice given of that fact or of the defects in them; therefore, the company was not liable.

Employer's Liability — Implement. The Supreme Court of Minnesota held, in the recent case of Hul vs. Great Northern Railway Company, that a flogging hammer used in a machine shop for striking chisels and similar instruments was, when manufactured and furnished by the employer, an implement within the rule requiring the master to furnish tools and appliances reasonably safe for the purpose used; that it was not error to submit to the jury the question whether under all the circumstances a workman receiving an injury ought to have known that the hammer was defective and ought to have appreciated the danger; that where inspection was made by the employer, the foreman had a right to presume that the instrument was reasonably safe for the purpose, and that the jury might take into account whether from the workman's age and experience he ought to have discovered the defects. The court held further that the condition of the hammer and the question of its suitability for the purpose were not proper subjects for expert testimony.

Employer's Liability — Fellow-Servant. In the case of Randa vs. Detroit Screw Works, recently decided by the Supreme Court of Michigan, it appeared that the plaintiff was injured by the bursting of an emery wheel at which he was at work. The evidence showed that it was customary for the workmen to select the wheels to be used, and that it was negligent to use a six-inch wheel upon a machine geared to high speed. The foreman ordered the wheel placed on a machine of high speed and the plaintiff was ordered to use it. The court held that under the circumstances the plaintiff assumed the risk; that the act of the foreman in ordering the wheel used was not the act of the master, and that the foreman was a fellow-servant of the plaintiff. The court said that the question whether one is a fellow-servant or not depends

upon the nature of the act. If it is one which is the duty of the master, like keeping a machine in repair, the master is responsible for injuries resulting from negligence therein; but if the act is one usually performed by employes, and the master has no duty in the premises, it is the act of a fellow-servant.

Legality of "Blacklisting." A court case was settled in August by Judge Rogers in the United States District Court at St. Louis. The suit was brought against the Western Union Telegraph Co. and was instituted by a telegraph operator and others alleging that they were members of the Commercial Telegraphers Union and for that reason they had been discharged from the service of the Western Union Telegraph Co.; also, that said company maintained a "blacklist" on which had been placed the names of members of the union who had been discharged, and this list being furnished to other employers prevented the discharged employes from obtaining other employment. The judge held that the company had the right to discharge an employe, not under contractual relations to the company, for any cause or without cause, and that a like right to sever connections with the company existed on the part of the employe, and that there could be no conspiracy to commit a lawful act such as discharging an employe not under contract. He also held that the company had a right to maintain a list of discharged employes and the causes of discharge, and that this list might be given to others, provided its contents were truthful and its circulation honest.

Employers' Liability — Contractor. In the case of the Central Coal & Iron Company vs. Grider's Adm'r, recently decided by the Kentucky Court of Appeals, it appeared that the appellant made a contract with a contractor to sink a shaft for it, and agreed to furnish him a hoist for the purpose of enabling him to perform his work, and as a part of this hoist furnished a wire rope which was used for about six months. When one of the contractor's workmen was descending in a tub the rope broke, precipitating him to the bottom, where the tub fell on the appellee's intestate, crushing and killing him. The court held, in an action to recover damages for the killing, that the relation of master and servant did not exist between the appellant and the intestate, and that it was not under a duty to look after the rope and keep it in a reasonably safe condition. If, the court said, anyone was guilty of actionable negligence the contractor was in using the rope after it got in an unsafe condition. The negligent act, the court said, did not consist in furnishing an insufficient or defective rope, but in allowing it to become so by those to whom it was furnished, the intestate's employers, between whom the relation of master and servant existed.

Constitutionality of Eight-Hour Law. — The constitutionality of the eight-hour law on public works of the State of Kansas was affirmed on November 30 by the United States Supreme Court. The law regulating labor on public works in Kansas was enacted in 1891 and provided that eight hours should constitute a day's work for workmen employed by or on behalf of the State. It prohibited contractors from requiring laborers in the performance of any work for the State or in the furnishing (for the State) of any material manufactured within the State to work more than eight hours in any one

day. The case in question was that of *W. W. Atkins vs. State of Kansas*. Atkins had a contract with the corporation of Kansas City, Kansas, for paving a street, and he was charged with requiring the workmen to labor 10 hours a day. Atkins was prosecuted in the State courts and appealed from the decisions (which were uniformly against him) to the Federal Supreme Court, alleging that the statute was in violation of the first section of the Fourteenth Amendment to the Constitution in that it denied him due protection of the law and deprived him of his property without due process.

The opinion was based on the authority that the municipalities of a State are the creatures of the State; that work for them is of a public character and does not infringe on the personal liberty of anyone. Further: "Whatever may have been the motives that controlled the enactment of the statute

in question, we can imagine no possible ground to dispute the power of the State to declare that no one undertaking work for it or for one of its municipal agencies, shall permit or require an employé on such work to labor in excess of eight hours each day, and to inflict punishment upon contractors who disregard such a regulation. It cannot be deemed a part of the liberty of any contractor that he be allowed to do public work in any mode he may choose to adopt without regard to the wishes of the State. On the contrary, it belongs to the State, as the guardian and trustee for its people, to prescribe the conditions upon which it will permit public work to be done. No court has authority to review its action in this respect. Regulation of this subject suggests only considerations of public policy, and with such considerations the courts have no concern."

STATISTICAL ABSTRACTS.

Street and Electric Railways in Massachusetts.

During 1902, there were in existence in this State 75 street and electric railway companies which owned or controlled 2,525.65 single-track miles. The total passengers carried were 605,258,989,* of which 461,745,615 were fare and 143,513,374 were transfer. The maximum speed of cars varied on the different lines from six miles to 21 miles an hour in city limits and from eight miles to 35 miles an hour outside city limits. The number of accidents totalize to 82 persons killed and 4,142 injured. The number of passengers killed was 18 and 2,854 injured; nine employes were killed and 238 injured; others killed numbered 55, while others injured numbered 1,050. We append a table showing the total street railway employes in the Commonwealth, total yearly wages, and average yearly earnings classified by branch of employment.

CLASSIFICATION OF EMPLOYEES.	Total Average Persons	Total Yearly Wages	Average Yearly Earnings
Salaried persons, . .	896	\$912,519	\$1,018.47
General officers, . .	131	266,635	2,035.38
Managers, superintendents, etc., . .	236	273,777	1,160.07
Clerks,	529	372,187	703.47
Wage earners, . . .	13,998	8,980,513	641.56
Foremen,	195	186,795	957.92
Inspectors,	114	90,266	791.81
Conductors,	4,084	2,660,947	651.55
Motormen,	4,001	2,711,885	677.80
Starters,	192	140,436	731.44
Watchmen,	130	72,231	555.62
Switchmen,	162	98,153	605.88
Road and track men, . .	889	462,163	519.87
Hostlers, stablemen, etc.,	105	69,724	664.04
Linemen,	239	168,390	704.56
Engineers,	196	181,589	926.47
Dynamo and switch-board men,	65	49,493	761.43
Electricians,	80	54,317	678.96
Firemen,	242	153,939	636.11
Mechanics,	1,532	1,020,518	666.13
Other employes, . .	1,772	859,667	485.14

Household Aid Company — Boston.

The Household Aid Company was established in Boston August 1, 1903, with headquarters at 88 Charles St. The Woman's Educational Association founded the institution for the purpose of instructing young women in household work of all kinds. Applicants must be at least 17 years of age with the equivalent of a grammar school education, and, where possible, one year of high school work. Members pay their board and lodging and in return receive a salary for a certain number of hours a week, the work of the house being done by the members. Women are received on probation for two weeks without any expense to themselves. At the end of probation a contract is made with the company for three to six months, the person signifying what branch of work she wishes to take. The company sends its members out by the hour, day or week, but members charge by the hour at prices made by the company. At end of each day's work, every member must return to the household. The household expects in time to become self-supporting. A small commission is deducted from all money received for work which goes to the household. There is no restraint placed on the members and everything is made as comfortable and homelike for them as possible. A series of lectures in practical household work has been started and will be carried on during the winter. A member working in the house can make from \$2.50 to \$7.00 a week. The work is graded as follows:

Household aids, 5 grades, \$0.08 to \$0.25 per hour.	
Cooks, 4 grades, 0.25 to 0.75 "	
Seamstresses, . . 2 grades, 0.15 and 0.30 "	
Dressmakers, . . 2 grades, 0.35 and 0.50 "	
Milliners, 2 grades, 0.50 and 1.00 "	
Shoppers, 2 grades, 0.25 and 0.50 "	
Upholsterers and designers, . . . 4 grades, 0.25 to 1.00 "	
Household managers, . . . 5 grades, 0.35 to 1.00 "	

Members at the end of the course are graded according to their skill and will receive salaries averaging from \$5 to \$15 per week.

Worcester Labor Bureau.

On June 1, 1903, a Labor Bureau was opened in Worcester under the auspices of the Worcester Metal Trades Association. This Association was formed March 28, 1902, and is composed of about 40 manufacturers engaged in the manufacture of metal goods. The Labor Bureau was established to facilitate the work of hiring men in their factories. The results have been very successful to date. The rules and regulations governing the Bureau follow:

Objects. The Labor Bureau aims to establish the principle of fair dealing between employers and employés and to protect both in their individual rights as guaranteed by the laws of the land. The Department shall be conducted in a broad and impartial manner and shall be neutral ground where the workmen may express their complaints and present any difficulties in which they may have been involved, and the employers shall recognize the right of the Labor Bureau to investigate complaints. It is the aim of the Labor Bureau to assist in providing the employers with satisfactory workmen and the workmen with satisfactory employment.

Legal Status. The best legal advice obtainable shall be secured and the Department shall be conducted in conformity with the law. It is to be understood by all subscribers to this Bureau that the records are obtained from the most reliable sources at the command of the Secretary in charge, but that in no case does the Bureau vouch for the accuracy of the same.

Management. The management of the Bureau shall be in the hands of the Executive Council who shall secure a paid Secretary to carry on the work under their direction.

Secretary. There shall be an efficient Secretary in charge of the Bureau, located in a central office, separated from the plant of any member. The Secretary shall keep a record of workmen. (a) Unemployed. (b) Employed. He shall secure, when possible, workmen for members requiring same. He shall secure employment, when possible, for workmen applying for positions. He shall act as a disinterested intermediary between the employer and the employé, endeavoring to correct abuses wherever found. He shall work in harmony with the Commissioner of the National Metal Trades Association and the Chairman of the District of the National Metal Trades Association in which his office is located. He shall assist workmen desiring to move to another part of the country to find employment, and he shall assist dissatisfied workmen to secure satisfactory employment. He shall keep a full record of workmen, regarding their character, performance and ability, but shall not attempt to prevent any workman from securing employment. It shall be the duty of the Secretary to furnish, on request from other Secretaries, copies of their office records.

Duties of Members. Members shall make a statement to the Secretary, of every workman in their employ, covering name and any other desirable information obtainable. Members shall make daily reports to the Secretary, covering the following: (a) All men employed that day. Name, address and other desirable information. (b) All workmen leaving employment that day. Name, etc., as above and, in addition, reason for leaving. (c) Help wanted. Special occupation and approximate wages.

Dues. Membership to the Bureau shall be at the rate of fifty (50) cents per operative annually.

Autobiography of Edward H. Rogers.

There has been placed recently in the Fitz Public Library of Chelsea a manuscript autobiography of Mr. Edward H. Rogers, a well-known labor reformer and authority, now in his eightieth year. The book is a particularly valuable work for those interested in the labor problem. It contains an account of the origin of the eight-hour day as well as the author's service in the Massachusetts legislature in 1865 and 1867, during which time his efforts were devoted mainly to reform in labor, instruction in trades, reduction of hours, and enlargement of the school fund.

Self-Supporting Population.

The Statistical Year Book for the German Empire for 1903 gives percentages showing the proportion of the self-supporting population of various countries engaged in agriculture, the industries, and commerce.

COUNTRIES.	PERCENTAGES OF TOTAL SELF-SUPPORTING POPULATION ENGAGED IN—		
	Agri- culture	Indus- tries	Com- merce
United States,	36	24	16
Austria,	38	37	11
Hungary,	64	23	6
Italy,	57	28	4
Switzerland,	37	41	11
France,	44	34	9
England and Wales, .	10	57	11
Scotland,	14	58	10
Ireland,	44	31	5
Great Britain, . . .	15	54	10

With reference to the proportion of females employed, the United States stands first with 14.3 per cent, the Netherlands and Sweden coming next. In Germany the females employed to the total self-supporting population form 25 per cent, while in England, the females employed constitute 27 per cent of the self-supporting population; in Italy the percentage is 40 and in Austria 47.

Coal Mining in Pennsylvania.

The 30th Annual Report of the Chief of Industrial Statistics of Pennsylvania contains much interesting data relative to labor conditions in the anthracite and bituminous coal fields for the fiscal year ending June 30, 1903. The anthracite field work covers about two months of the strike period. The figures are, therefore, for the 10 months immediately preceding the strike and cover the entire field exclusive of the washeries. The coal mining operations for the year in review are given in the following tabular statement:

STATISTICS OF COAL OPERATIONS.	Anthracite Coal	Bituminous Coal
Number of miners, . . .	35,842	79,121
Number of inside workmen,	58,592*	18,853
Number of outside workmen,	47,346†	13,255
Total employés, . . .	141,780	111,229

* Including laborers, trackmen, etc.

† Including breaker boys.

STATISTICS OF COAL OPERATIONS.	Anthracite Coal	Bituminous Coal
Aggregate wages—miners,	\$17,776,586	\$39,867,090
Aggregate wages—inside workmen,	21,296,393*	10,306,272
Aggregate wages—outside workmen,	14,504,659†	6,016,817
Total tons of coal shipped,	43,807,862	-
Total tons of coal mined,	-	93,174,295
Value on board cars,	\$93,630,586	\$93,735,939
Average days worked (miners),	175‡	232
Average days worked (inside workmen),	173‡	244
Average days worked (outside workmen),	177‡	243
Average yearly wages (miners),	\$495.97	\$508.87
Average yearly wages (inside workmen),	363.47	546.67
Average yearly wages (outside workmen),	306.37	453.98
Average daily wage (miners),	\$2.83	\$2.16
Average daily wage (inside workmen),	2.10	2.24
Average daily wage (outside workmen),	1.73	1.87
Average number of tons mined by each man per year,	1,222	1,177
Average number of tons mined by each man per day,	7	5
Average value per ton at mines,	-	\$1.06
Number of miners reported owning their own homes,	-	8,317

* Including laborers, trackmen, etc.

† Including breaker boys.

‡ Includes about two months of fiscal year during the strike.

As will be seen from the foregoing figures, there is a very marked difference in the condition surrounding these two coal fields. This is shown by the very large increase of labor in the anthracite field as compared with the number of miners in the bituminous region. It will be seen that 58,592 inside workmen were employed in the anthracite mines as against 35,842 miners; while in the bituminous field only 18,853 inside workmen were employed as against 79,121 miners. A marked difference is also found in the outside workmen, the anthracite field showing 47,346 as against 35,842 miners; while in the bituminous field only 13,255 were employed as against 79,121 miners. From 20 to 25 per cent of the anthracite miners own their own homes, while less than 15 per cent of the bituminous miners are owners of homes.

Proposed Child Labor Bill for Georgia.

Section 1.—Be it enacted by the General Assembly of the State of Georgia, and it is hereby enacted by authority of same, that no child under the age of twelve (12) years, shall be employed at labor in or about any Factory or Manufacturing Establishment within this State, unless a widowed mother or totally disabled father is dependent upon the labor of such child and has no other means of support. No child under the age of ten (10) years shall be so employed, under any circumstances.

Nor shall any child not so employed be permitted to remain, idle or work therein in any capacity.

Sec. 2.—Be it further enacted that it shall be unlawful for any person, owner, lessee, manager, superintendent, or foreman of a factory or manufacturing establishment to hire or employ any such child, unless there is first provided and placed on file in the office of such employer, an affidavit signed by the parent, guardian or person standing in parental relation thereto, certifying to the age and date of birth of said child. Any person knowingly furnishing a false certificate of the age of such child shall be deemed guilty of a misdemeanor, and shall be brought before a court for trial, and upon conviction shall be punished in accordance with section 1039 of the Criminal Code of Georgia.

Sec. 3.—Be it further enacted, that no child under the age of fourteen (14) years shall be employed at labor or detained in any factory or manufacturing establishment in this State, between the hours of seven P.M. and six A.M.

Sec. 4.—Be it further enacted that no child under the age of fourteen (14) years shall be employed at labor in or about any factory or manufacturing establishment in this State, unless he or she can read and write his or her name, and simple sentences in the English language; provided the provisions of this section shall not go into effect until September 1, 1903.

Sec. 5.—Be it further enacted, that any person, owner, manager, superintendent or foreman, who violates any of the provisions of this Act, or who suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction thereof shall be punished in each case by a fine of not less than \$25, nor more than \$200, or by imprisonment for not less than twenty-five nor more than one hundred days, or by both such fines and imprisonment, in the discretion of the court.

Sec. 6.—Be it further enacted that the grand jury shall have inquisitorial powers to investigate violations of this Act, and that judges of the circuit and criminal courts of the State, shall specially charge the grand jury at the beginning of each term of the court to investigate violations of this Act.

The above bill was introduced by Representative Houston in 1903, but was defeated.

Free Text Books in Utah.

The Legislature of Utah of 1903 enacted a law whereby the school board shall furnish school books and supplies, free of charge, to pupils of all public schools, except the high schools.

Inheritance Tax of Utah.

Under Chap. 93, Acts of Utah of 1903, an inheritance tax, amounting to five per cent, is levied upon all property within the jurisdiction of the State in excess of \$10,000; no beneficiary is exempt from payment of the tax.

Wages of Railway Employees in the United States.

The total number of employees of railways of the United States for the year ending June 30, 1902, was 1,189,315, classified as follows: General officers, 4,816; other officers, 5,039; general office clerks, 37,570; station agents, 33,478; other station men, 105,433; enginemen, 48,318; firemen, 60,631; con-

ductors, 35,070; other trainmen, 91,383; machinists, 39,145; carpenters, 51,698; other shopmen, 136,579; section foremen, 35,700; other trackmen, 281,075; switch tenders, crossing tenders, and watchmen, 50,489; telegraph operators and dispatchers, 28,244; employes—account floating equipment, 7,426; all other employes and laborers, 147,201. The average daily compensation of these employes is given for two periods, 1892 and 1902, in the following table, with the percentages of increase or decrease in 1902 as compared with the 10 years previous.

CLASS.	AVERAGE DAILY COM- PENSATION OF RAIL- WAY EMPLOYEES IN THE UNITED STATES		Percentages of Increase (+), or Decrease (-), in 1902 as Com- pared with 1892
	1892	1902	
General officers, . . .	\$7.83	\$11.17	-
Other officers, . . .		5.60	-
General office clerks, . . .	2.23	2.18	-2.24
Station agents, . . .	1.52	1.80	-1.10
Other station men, . .	1.68	1.61	-4.17
Engine men, . . .	3.68	3.84	+4.35
Firemen, . . .	2.08	2.20	+5.77
Conductors, . . .	3.08	3.21	+4.23
Other trainmen, . . .	1.90	2.04	+7.37
Machinists, . . .	2.29	2.36	+3.06
Carpenters, . . .	2.08	2.08	=
Other shopmen, . . .	1.72	1.78	+3.49
Section foremen, . .	1.76	1.72	-2.27
Other trackmen, . . .	1.22	1.25	+2.46
Switch tenders, crossing tend- ers, and watch- men, . . .	1.80	1.77	-1.67
Telegraph opera- tors and train dispatchers, . . .	1.92	2.01	+4.69
Employes—ac- count floating equipment, . . .	2.03	2.00	-1.48
All other employes and laborers, . . .	1.68	1.71	+1.79

* No change.—*Statistics of Railways in the United States, 1902. Interstate Commerce Commission.*

Railway Accidents in the United States.

A summary of railway accidents in the United States for the year ending June 30, 1902, shows that 8,568 persons were killed and 64,662 were injured. Of this number, 53,498 were employes, of whom 2,969 were killed and 50,524 injured. The class of employes meeting with accidents follows: Trainmen, 1,674 killed, 21,503 injured; switch tenders, crossing tenders, and watchmen, 200 killed, 1,443 injured; stationmen, 29 killed, 2,300 injured; shopmen, 129 killed, 10,313 injured; trackmen, 537 killed, 7,763 injured; telegraph employes, 15 killed, 86 injured; other employes, 385 killed, 7,116 injured. The passengers killed numbered 845 and those injured 6,683. Other persons killed, neither passengers nor employes, numbered 5,274 as well as 7,465 such persons injured. The total employes for one killed numbered 401, the number of employes for one injured being 24; total passengers carried for one killed numbered 1,883,706, while the number of passengers carried for one injured was 97,244.

Railway Accidents in Great Britain.

Report of the Board of Trade upon accidents on railways during 1902 shows that there were 1,096 persons killed and 6,861 injured in accidents in connection with the movement of railway vehicles in Great Britain. The passengers killed num-

bered 129, while those injured numbered 2,546. Employes of the railway companies who were killed numbered 447, the injured employes numbering 3,823. In addition to the above, there were 75 persons reported killed and 11,153 injured from accidents not connected with the movement of railway vehicles. The total number of personal accidents reported included 1,171 persons killed and 17,814 injured. There was one passenger killed to every 9,211,002 passengers carried during 1902, and one passenger injured to every 466,700 passengers carried.

Canadian Trade with the United States.

The exports from Canada to the United States for the fiscal year ending June 30, 1903, were valued at \$71,783,919, while the imports into Canada from the United States during that period were valued at \$137,605,199. The imports into Canada from the United States for the year ending June 30, 1902, totaled to \$129,801,847, or 61.15 per cent of the total value of imports. The total Canadian exports to the United States were valued at \$71,197,684, or 33.64 per cent of the total exports from the country. The largest exports to the United States in 1902 were as follows: Gold bearing quartz, dust, nuggets, etc., \$16,677,074; planks and boards, \$9,366,564; coal, \$4,564,433; fish and fish products, \$4,146,808; copper, \$2,649,650; iron and steel and manufactures of same, \$2,460,528; silver ore, \$2,055,428. The imports from the United States included iron and steel and manufactures of same to the amount of \$25,167,427; coal, coke, and coal dust, \$13,966,942; cereals, \$10,513,189; cotton and manufactures of cotton, \$7,651,447; wood and manufactures of wood, \$5,656,270.

Population of Belgium.

The last Census of Belgium was taken on December 31, 1900. The number of persons who were legal residents of Belgium, but who were not necessarily in the country on the day the Census was taken, was 6,693,548, including 3,324,834 males and 3,368,714 females. The working population comprised 2,123,017 males and 948,229 females, the aggregate being 3,071,801.

Population of Ireland.

The Census of Ireland, taken on March 31, 1901, shows the total population to be 4,458,775, including 2,300,040 males and 2,258,735 females. The population was 5.23 per cent less than in 1891. The working population totaled to 1,963,817; of this number, 1,413,943 were males and 549,874 were females. Of the males employed in some branch of occupation 204,270 were under 20 years of age, while of the females at work, 112,291 were under 20 years of age. As to illiteracy in Ireland, about 14 per cent of the total population five years of age and over were illiterate. Considering religious professions, nearly 75 per cent of the total population were Roman Catholics, the Protestant denominations being distributed as follows: Protestant Episcopalians, 13 per cent; Presbyterians, 10 per cent; Methodists, about one per cent; and all others (including unknown), about one per cent.

Emigrants from Ireland.

The total emigrants from Ireland during the 10 years ending March 31, 1901, numbered 430,993; the number for the decade ending March 31, 1891, was 768,105; the total for the 50 years from May 1, 1851, to March 31, 1901, was 3,735,725, of which number 1,944,655, were males and 1,791,070 were females.

Union Controversy in Canada.

Canadian Federation of United Shoe Workers of Canada adopted resolutions recently urging the Federal Government to take action in trouble between the Slater Shoe Co., Ltd., and its former employes. The Canadian Federation of United Shoe Workers is a national association, purely Canadian and of several years standing, having about 1,700 members. It has the support of all shoe manufacturers in Montreal and vicinity with the exception of the Slater Shoe Co., Ltd. On July 20, 1903, this company adopted label of Boot and Shoe Workers Union and demanded that its employes, nearly all of whom were members of Canadian Federation, should affiliate with B. and S. W. U. About 500 refused to do so and struck; B. and S. W. U. made every effort to fill places and 40 or 50 workmen were imported from the United States. Such importation of foreign labor is a violation of statute 60-61 Victoria, Chap. 11, as amended by 1 Edw. VII, Chap. 13, which aims to protect Canadian labor and gives government power to deport laborers imported in violation of the statutes. The American government has similar law, rigorously enforced; and the Canadian Federation calls upon the Federal Government to act. The Federation is ready to prove all statements and to furnish information to assist government in enforcing the law. — *La Patrie, Montreal, October 16, 1903.*

Influence of Technical Education.

The great influence of technical education in developing industries, increasing export trade, and augmenting a country's wealth is shown by a report which the British consul at Stuttgart lately sent in to his Government concerning the technical high schools of Germany. There are nine such created and conducted by the Government; two more are now being established. Besides these State institutions, many others under private management, but subject to governmental supervision, exist in Germany, which turn out able engineers and scientifically educated craftsmen.

The British consul points out that Germany, in consequence of its thorough and widespread system of technical education, has surpassed, within the last fifty years, all other nations, and now holds first place in chemical manufactures. He estimates the value of the chemical products annually made in Germany at 1,000,000,000 marks or \$238,000,000. A very large part of these (especially dyes made of coal tar) are exported to the chief manufacturing nations — the United States, England, Belgium, France, etc., as also to China, Japan, India, etc. There is scarcely a country in the world which does not use German chemicals of some sort.

The transformation of Germany from a poor agricultural country to one of the first and richest manufacturing and exporting nations is, to a considerable part, due to German superior technical training.

Some of the German chemical works have branch establishments in foreign countries. The German capital invested in these earns big profits and adds to the national wealth of the country. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt.*

Wages and Hours of Labor in the United Kingdom.

The following table gives the standard rates of wages and hours of labor recognized in England and Wales, Scotland, and Ireland, at the beginning

of 1903. The wages quoted are those given as minimum rates; in the cases of weekly wages, pay for overtime work has not been included.

OCCUPATIONS.	Rates of Wages*	Weekly Hours of Labor†
BUILDING TRADES.		
Bricklayers, . . .	16 to 21 cents	49 to 56½
Masons, . . .	15 to 21 cents	44½ to 56½
Carpenters and joiners, . . .	16 to 21 cents	49 to 56½
Plumbers, . . .	15 to 22 cents	47 to 56½
Plasterers, . . .	16 to 22 cents	49 to 56½
Painters, . . .	13 to 18 cents	49 to 56½
Bricklayers' laborers, . . .	10 to 14 cents	49 to 56½
Plasterers' laborers, . . .	8 to 14 cents	49 to 56½
ENGINEERING AND SHIPBUILDING.		
Patternmakers, . . .	\$7.50 to \$10.75	50 to 54
Iron foundry, . . .	7.00 to 10.00	48 to 60
Engineers, . . .	7.00 to 10.25	50 to 58
Boiler makers and iron shipbuilders:		
Platers (heavy), . . .	9.00 to 12.50	} 48 to 54
Platers (light), . . .	8.50 to 12.00	
Riveters, . . .	7.25 to 11.00	
Brass molders and finishers, . . .	8.00 to 10.00	51 to 54
Shipwrights:		
New work, . . .	7.50 to 10.50	} 47 to 56½
Repair work, . . .	8.25 to 10.87	
PRINTING TRADES.		
Lithographic printers, . . .	7.50 to 10.00	} 48 to 54
Compositors (hand), . . .	6.00 to 11.62	
CABINET MAKERS, ETC.		
Cabinet makers, . . .	7.14 to 10.50	47 to 56
French polishers, . . .	7.14 to 9.18	50 to 56
Upholsterers, . . .	7.14 to 13.50	50 to 56
BOOT AND SHOE OPERATIVES.		
Clickers, . . .	6.50 to 7.50	} 54
Pressmen, . . .	5.50 to 7.00	
Lasters on time work, . . .	6.50 to 7.50	
Finishers, . . .	6.50 to 7.25	

* Building Trades, by the hour; others, by the week.

† In the Building Trades summer schedule is given. ‡ Repair work. § Summer schedule.

— *Ninth Annual Abstract of Labor Statistics. — United Kingdom.*

Changes in Wages and Hours — United Kingdom, 1902.

The number of separate individuals in the United Kingdom whose weekly rates of wages were increased in 1902 was 91,812, while in the case of 798,041 separate persons the weekly rates of wages were decreased. The aggregate amount of decrease in the weekly wages of those affected was about \$378,600. The methods by which changes in wages were arranged without stoppage of work follow, together with number of individuals: Under sliding scales, 172,988; by conciliation or mediation, 536,959; by arbitration, 2,600; by mutual arrangement or otherwise, 165,010. The individuals whose wages were changed after stoppage of work were 136 by conciliation or mediation; 1,457 by arbitration; 11,206 by mutual arrangement or otherwise. As to hours of labor, 5,524 persons had their weekly hours of labor increased in 1902, and 1,051,983 had the hours decreased. The net reduction in the

weekly hours of labor of those affected was 1,024,888 hours.

Married and Unmarried Women Textile Workers.

According to a Report on the Statistics of Employment of Women and Girls by the Labor Department of the Board of Trade, England, we note that in the textile factories making returns there were 167,220 women employed 18 years of age and over. Of this number, 116,868 were unmarried; 43,948 were married; and 6,904 were widowed. Expressed proportionally, 70 per cent were single; 26 per cent married; and four per cent widowed.

Labor in British Mines and Quarries.

There were 952,711 persons employed in mines and quarries in the United Kingdom and the Isle of Man during 1902. The workers at the mines numbered 855,603 and those in or about quarries numbered 97,108. During the year 3,217 coal mines were worked, employing 810,787 persons (805,508 males and 5,279 females). The iron mines operated numbered 134, employing 16,528 persons (16,505 males and 23 females); 699 other mines engaged 26,288 persons (27,916 males and 373 females). The increase in persons employed, as compared with 1901, was 15,425 persons, engaged principally in collieries. Of the 97,108 people in quarries during 1902, 87 were females, all but one being on outside work. There were 43 females employed in 1901 out of a total of 94,188 persons.

Education in Japan.

The number of schools in Japan in 1901-1902 was 29,335 having 118,104 instructors and teachers. The students and pupils in attendance numbered 5,265,006, while the children of school age in Japan numbered 7,468,886. — *Mr. S. Ito.*

Trade High School in Cologne.

On May 1, 1901, a Trade High School was opened in Cologne, as the outcome of an agitation started in 1879. This was the first wholly independent trade high school in Germany, being established to meet the demand which recent trade developments make for thorough culture and technical training.

The student body may be composed of students from other German academies, Bavarian industrial schools, and such higher German trade schools as give required preparation; manufacturers and bank and insurance officials; foreigners who receive the approval of the matriculation committee.

A matriculation fee of \$4.80 is charged; but only half the fee is required of students who have been enrolled in some other German trade seminary, a German University, or German technical or agricultural school for the term immediately preceding matriculation. Tuition for matriculate students is \$30 a semester for Germans and \$60 for foreigners. Beside the matriculate students, seminists, day students, and transient attendants are admitted to the courses.

During the two years following the establishment of the school, 68 students matriculated for the first semester, 119 for the second, 146 for the third, and 198 for the fourth; taking all classes of students, 763 attended the courses in the first semester, 827 in the second, 750 in the third, and 1,537 in the fourth.

In addition to bookkeeping, commercial arithmetic and correspondence, chemistry, physics, mechanics, and machinery, textiles and other subjects

of purely technical training, breadth and culture are given by courses in all the modern languages; philosophy; history of art and literature; political history of Germany and other countries; the fundamental principles of common law and the enforcement of the laws at home and in other countries; laws relating to commerce, domestic and international, insurance, patents, trade marks, etc.; political and commercial geography; industrial hygiene; and a thorough course in political economy. Thus far the work of the school has been eminently successful. — *Die städtische Handels-Hochschule in Cöln — Berlin, 1903.*

Arbitration and Conciliation in Italy.

In the Italian Civil Code there are only two articles relating to labor contracts, these forbidding contracts in which the time or the nature of the occupation are unspecified. Some other legislative measures have been adopted governing the equipment of the merchant marine, conditions in government employment and in railroad service; but, being old, they are all inadequate.

The law providing for arbitration and conciliation by colleges of skilled workmen was passed June 16, 1893; seven bills on the subject had been presented previously, the first in 1879 by a royal commission appointed to investigate strikes. The law establishing colleges of skilled workmen provides that in manufacturing districts there shall be a board (college) of employers and workmen for each group of industries to act as a board of conciliation. Each board is instituted by royal decree upon the proposition made by the minister of Justice and Agriculture after he has heard the opinions of chambers of commerce, legally recognized workingmen's societies, and communal councils. The decree determines the number of members of each board, its seat, and the industries under its jurisdiction; each board consists of a president and from 10 to 20 members; if there are more than 500 electors an assistant president may be elected. The president is named by royal decree from among the magistrates or persons eligible to become justices of the peace. Half the members of the board are chosen by the employers and half by the workmen.

In each board a *Bureau of Conciliation* and a *Jury* are established. The first is composed of at least one employer and one employé and is presided over by the president of the board or a vice president appointed for the purpose. The Jury is composed of the president or assistant president of the board, and four members, two employers and two employés. The secretary of the board is the secretary, or some other employé, of the commune. The clerk of the justice of the peace is also the clerk of the board, or a special clerk may be appointed. Services of the members are gratuitous, except that travelling expenses are paid for members living at a distance. In case very serious matters are under consideration the president may increase the membership of the board.

The Bureau of Conciliation may be asked to adjust grievances concerning wages; price for work performed or in execution; hours of labor; execution of special contracts; imperfect work; indemnities on account of changes in quality of material used or in method of work; damage done by the workmen to tools and appliances and physical injuries suffered by the workmen through the fault of the employer; indemnities due on account of having abandoned the factory or on account of

the workman having been discharged before his work was finished or before the term of employment contracted for had elapsed; the dissolution of contracts; and any questions concerning discipline.

The Jury is qualified to settle disputes over nearly all matters enumerated, provided the amount involved does not exceed \$40. When the amount is greater the questions can only be submitted to the Jury after the Board of Conciliation has failed to settle them. Decisions of the Jury are usually final, but appeal may be made to the ordinary magistrates within 10 days after a decision is returned (15 days in cases of great importance). The Jury may act as arbiter in cases involving more than \$40 provided both parties request it. Each board must furnish information required by the government and must make an annual report.

Lists of electors are prepared for the manufacturers and the employees, the manufacturers' list including directors and managers of factories having 50 or more employees; women are eligible for both lists; workmen can be inscribed only after working one year at their trade. All electors must be 21 years of age and Italian citizens in the full enjoyment of their civil rights. For sufficient cause the boards may be suppressed by the government.

The commune in which the board has its seat furnishes quarters; and other expenses are borne by the local chamber of commerce; small fees are charged for settling disputes and are paid to the chamber of commerce. The provisions of the law do not affect any government enterprises.

In 1897 there were 59 boards; 81 in 1898; and 86 in 1899, beside 31 in process of formation.

In 1898, in all Italy, the boards were instrumental in settling only 11 strikes, showing how rarely the workmen appeal to them. On account of this antipathy, provinces and communes have established bureaus of labor to act as arbitration boards. There are many reasons for the partial failure of the movement. The establishment of the boards is optional with the people, whereas it should be obligatory; classification of industries is difficult, giving rise to ill assorted groups; the jurisdiction of the boards is restricted to too few classes of workmen; the maximum of \$40 for money value involved is too low, debarring nearly all disputes in which groups of workmen are concerned; workmen are obliged to lose their wages during term of service, not being allowed to work, and they should be reimbursed; such employees as serve have no guarantee that they will not lose their regular employment in consequence; fees charged for rendering decisions are onerous; political disqualifications are absurd, considering that until recently any person who failed to think as the government dictated was considered a criminal and punished as such; all expenses ought to be borne by the government.

Beside these intrinsic faults the people, whom the boards are designed to help, are ignorant and naturally apathetic, and this apathy has been intensified by the political system which has hitherto discouraged any organization of workmen for the improvement of their condition. — *L'Arbitrage et la Conciliation en Italie*, F. Racca — *Musée Social*, September, 1903.

Belgian Old Age Pensions.

By the Belgian Old Age Pension Law of May 10th, 1900, it was provided that all necessitous Belgians who were (or had been) workpeople, who

resided in Belgium, and who should have reached the age of 65 years by January 1st, 1901, should receive an annual allowance of \$12.55, and that the same allowance should be paid, on their reaching the age of 65, to workpeople, whose age at that date was not less than 55; but in the case of those who were less than 58 years old, the granting of the allowance should be conditional upon their having for at least three years paid into the National Superannuation Fund not less than \$0.58 per annum, or less than \$3.47 in the aggregate.

Regulations for the administration of this Law were made by a Royal Decree of October 20th, 1900, subsequently amended by Decrees of June 13th, 1901, and July 25th, 1902. These Regulations have been replaced by a Decree, dated December 30th, 1902, which codifies and amends the Regulations previously in force, and which came into operation on January 1st, 1903. With respect to the definition of "necessitous" persons, the new Regulations declare that no person shall be considered necessitous whose income shall exceed in the case of a man \$69.48, or in the case of a married couple living together \$115.80. Persons who, by themselves or by agents, keep an establishment for the sale of drink, shall, in default of proof given to the contrary, be presumed not to be necessitous.

The allowance (\$12.55) provided for necessitous persons can also not be claimed by (1) persons supplied either by a benevolent institution, or by a private individual with board, lodging, firing, and clothing, whether in or out of an asylum, &c.; (2) inmates of prisons or of houses of detention, &c.; (3) persons, who within the last 12 months have been sentenced for being intoxicated in a public place; and (4) persons, who have, with fraudulent intent, parted with the possession of their property. — *The Labor Gazette*, May, 1903.

Establishment of Official Institute of Social Reforms — Spain.

A Royal Decree, dated April 23rd, 1903, and published in the official *Gaceta de Madrid* of April 23rd, provides for the establishment, under the general control of the Spanish Home Office, of an Institute of Social Reforms, which is to be charged with the duty of preparing legislative measures in relation to labor, watching over the administration of these measures, organizing the necessary services of inspection and statistics, and promoting generally their efficacy. The Institute will be composed of 30 members, 18 to be appointed by the Government, six to be elected by employers and six by workmen, these 12 elected members to be chosen so as to give equal representation (two employers' and two workmen's representatives) to (1) industry carried on upon a large scale, (2) industry carried on upon a small scale, and (3) agriculture.

There will be three distinct Sections of the Institute, of which one will deal with questions relating to the maintenance of public order, etc., and will be attached to the Home Office; the second will deal with legal matters and will be attached to the Ministry of Justice, and the third will be attached to the Ministry of Agriculture, and will concern itself with public administration affecting social and economic conditions. The Assistant Secretaries of the Home Office and the Ministry of Justice will form part of Sections 1 and 2 respectively, and the Director-General of Agriculture of Section 3.

The explanatory circular accompanying the Decree states that, since the promulgation of the Workmen's Accident Compensation Law of January 31st, 1900, more than two millions of pesetas (\$386,000) have been paid as compensation in respect of accidents to insured workpeople.

New Tariff in Germany.

The most important factor that is likely to materially affect the manufacture of rubber goods in Germany in the near future is the new tariff, which increases the duties on various classes of rubber goods and will affect to an important degree competition from foreign countries. The most radical advances in duties relate to woven goods containing rubber and textiles, the duty being raised from \$21.42 to \$23.80 per 100 kilograms (220.46 pounds), except when silk is used with rubber, in which case it was raised to \$42.84, and on rubber shoes, the duty on which is raised from \$9.52 to \$16.66 per 100 kilograms for unlacquered shoes and from \$14.28 to \$23.80 on lacquered shoes.

The new German tariff will not go into effect before new commercial treaties are negotiated with foreign powers, and if these treaties fail to secure satisfactory conditions for the export of German rubber goods the product manufactured for export will be sold in Germany and will, it is feared, seriously congest the whole market, as in certain lines of goods—especially in belting—the inland trade is not large enough to give sufficient work to all factories.

French Skilled Workmen for the United States.

The usual number of buyers for the American market of Roubaix during the past year made purchases in amazons, zebellines, voiles, and novelties in wool and wool and silk. Manufacturers seemed desirous of selling, even at small profits, in order to give employment to their workmen, who might otherwise seek other fields of activity. Nearly 2,000 skilled hands have left Roubaix-Tourcoing for the United States during the past year. Many of these are now employed in factories established in the United States by manufacturers from this district. — *W. P. Atwell, Consul, Roubaix.*

German vs. American Labor Conditions.

A German economist, Professor Jastrow, has written an essay in which he deprecates the existing feeling of fear of and dependency on the American banking and industrial market by the investing, commercial, and manufacturing circles of Germany, which, says the professor, gives Germany the appearance of being a dependency of the United States. He augurs a bright future for German industries resulting from the amicable relationship existing between German workmen and their employers, whereas he points to the disastrous consequences threatening American industries from the gigantic strikes and lockouts so frequently occurring in the United States. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt.*

American Tobacco Trust in Germany.

Since the American Tobacco Trust gained a footing in the German home markets by buying out some of the leading cigar and cigarette factories and retail stores for the sale of the American product, the German cigar and cigarette manufacturers and other commercial bodies fear that

the capitalistic and manufacturing power of America will monopolize many industries—including the retail trade—of Germany.

The Industrial Association of Saxony lately addressed a communication to the Chamber of Commerce of Berlin, in which it sharply criticized the impolitic action of the chamber for having, in answer to an inquiry addressed thereto, expressed a favorable opinion on the quality of the cigarettes sold on the German market by the Jasmatyf firm, one of the branch factories of the American Tobacco Trust. When the trust learned of the opinion expressed by the chamber of commerce, it was not slow in publishing the indorsement of this high German authority, hence the displeasure of the Saxon association. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt.*

Population of the German Empire.

The latest statistical estimates for the German Empire place the population on July 1, 1902, at 58,549,000, against 57,708,000 and 56,362,000 on July 1, 1902, and 1901, respectively. From these figures, it appears that the population has increased 841,000 or 1.46 per cent, in the last year, while the increase of 1902 over 1901 was 846,000 or 1.49 per cent. The Census of December 1, 1900, showed a population of 56,317,178. Thus according to official estimates, the increase in two and one-half years is 2,180,000. In the last ten years the population has increased 7,800,000; in the last twenty years, 12,500,000; and since the formation of the German Empire, 17,500,000. — *Richard Guenther, Consul-General, Frankfurt.*

Labor in New Zealand.

The total persons working in 7,802 factories in New Zealand for the year ending March 31, 1903, numbered 59,047, of whom 44,418 were males and 14,634 were females. — *New Zealand Department of Labor—1903.*

Labor in New South Wales.

All business, or nearly all, in New South Wales is conducted through "trade industrial unions." Up to March, 1903, 108 unions of employes and 82 unions of employers had been registered in the arbitration court. When a union has been duly registered it becomes amenable to the arbitration laws. The court consists of three members, one of which is a judge of the supreme court. All disputes between employers and employes that cannot be adjusted between the parties concerned privately are tried in this court, and its decisions are binding and final. Here wages, hours of labor, and holidays are adjusted. Each union makes its own laws for the government of its members, but on application for registration these laws are submitted to the court, and registration may be refused on the ground of unsatisfactory laws. Once registered, no change can be made except by consent of the court. Each union, as I understand, makes and enforces conditions of membership and has power to reject for lack of qualifications. The length of a day's work has been fixed generally at eight hours and the minimum wage at 7s. (\$1.70) per day for common laborers, with half-day holidays at expense of employers. If any employer requires more hours or less pay than has been fixed for that particular occupation he is liable to be fined, the arbitration court assessing the fine. — *United States Consul Baker, Sydney, New South Wales.*

EDITORIAL.

The present number (28) completes the seventh year of the publication of the Labor Bulletin, it having been issued quarterly since January, 1897. It has enabled the Bureau to bring quickly to public attention certain phases and developments of the labor question. Its influence would be greatly enhanced if it could be published monthly, but the appropriation is not sufficient to warrant such frequent issues. The aim has been to present information covering instructive subjects in the briefest form compatible with explicitness.

We present an Index to Numbers 1 to 28 which contains a classification of subjects with specific references to the year, month, number of Bulletin, and page, thus enabling the reader to follow the development and treatment of industrial and sociological subjects.

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OF THE COMMONWEALTH OF

MASSACHUSETTS.

No. 29.

JANUARY, 1904.

CONTAINING:

EIGHT-HOUR DAY.

LICENSING OF BARBERS.

EARLY CLOSING AND HALF-HOLIDAY

LAWS OF AUSTRALASIA.

INDUSTRIAL STUDIES—PROPRIETORS.

PALACES FOR THE PEOPLE.

QUARTERLY RECORD OF STRIKES.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

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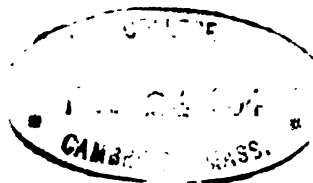
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MASSACHUSETTS LABOR BULLETIN.

No. 29.

JANUARY.

1904.

THE EIGHT-HOUR DAY.

In many states of the Union, a law exists prescribing eight as the maximum number of hours of labor constituting a legal day's work. Some statutes have the hours limited for all labor performed upon public works either directly by the State or municipality or by contractors or sub-contractors for the same. In other instances, the law forbids all labor in excess of eight hours, except as otherwise agreed upon. Again, eight hours is the specified working-day for prison labor, upon irrigation works, in penal institutions and reformatories, and in mines, smelters, and ore-refining establishments. By Act of Congress, eight hours constitutes a legal day's work upon government contracts for the United States.

In Massachusetts, nine hours constitutes a day's labor for all laborers on public works. The reduction of a day's labor for public employes to eight hours has been agitated for some years. The legislature of 1899 provided for the eight-hour day for public employes in cities and towns accepting the provisions of chapter 344 at an annual election. This act was amended in 1900 so that upon petition of 100 registered voters in a city and 25 registered voters in a town the measure must be submitted to the people. In 1903, the bill entitled "An Act to constitute eight hours a maximum day's work for public employes" was vetoed by the Governor on the ground that the proposition was unconstitutional (his opinion being upheld by the Attorney-General), and that by the passage of the bill an unwarranted expense would be put upon the Commonwealth.

We present a digest of the eight-hour law in the states and territories having such enactment. The states and territories are alphabetically arranged.

Arizona. ACT 8. *Eight Hour Legislation affecting Miners.* Restricts the employment of workmen in all underground mines or workings to eight hours per day except in cases of emergency where life or property is in imminent danger. *Approved March 10, 1903.*

California. CHAP. 107. *Eight-hour Day upon Public Works.* The time of service of any laborer, workman, or mechanic employed upon the public works of the State or any political sub-division thereof or work done for the same is limited and restricted to eight hours in any one calendar day. It is unlawful for any agent of the State or for any contractor or sub-contractor having contract upon public works to require any labor to be performed in excess of eight hours except in case of extraordinary emergency. The requirement of the eight-hour day must be

stipulated in every contract upon public works. It is provided that the contractor shall forfeit as a penalty \$10 for each laborer, workman, or mechanic under him for each calendar day during which such laborer, workman, or mechanic is required or permitted to work more than eight hours in violation of the provisions of this act. Penalty of fine not exceeding \$500 or by imprisonment not exceeding six months or by both such fine and imprisonment is provided for violation of the act. *Approved March 10, 1903.*

Colorado. CHAP. 9. *Eight-hour Day upon Public Works.* Amends sections 1, 2, and 3 of an act regulating the hours of labor of mechanics, workmen, and other laborers, which was passed in 1893. As amended, the act prohibits all work on behalf of the State, county, township, school district, municipality, or incorporate town, in excess of eight hours a day or 48 hours a week. *Approved February 27, 1894.*

CHAP. 103. *Eight-hour Day in Smelters and Mines.* The hours of labor for workmen in smelters and all other institutions for the reduction or refining of ores and metals, underground mines or workings, are limited to eight a day, with penalty for violation. *Approved March 16, 1899.*

Connecticut. CHAP. 37. *Eight Hours for all Labor.* Eight hours of labor performed in any one day by any one person shall be deemed a lawful day's work, unless otherwise agreed upon. *Approved June 28, 1867.*

District of Columbia. CHAP. 19, SEC. 892. *Eight-hour Day upon Public Works.* The service and employment of all laborers and mechanics employed by the government of the United States or by the District of Columbia or by any contractor or sub-contractor upon such works is limited and restricted to eight hours in any one calendar day. It is unlawful for any officer of the government or any contractor or sub-contractor to require or permit any laborer to work more than eight hours except in case of extraordinary emergency. Any officer of the government of the United States or of the District of Columbia or any contractor or sub-contractor employing laborers upon public works in behalf of the government intentionally violating this act shall be punished by a fine not to exceed \$1,000 or by imprisonment for not more than six months or by both. Provisions of the act are not applicable to contracts entered into prior to August 1, 1892. *Code Book of the District of Columbia, 1902.*

Hawaii. ACT 37. *Eight-hour Day upon Public Works.* No person shall be employed as a mechanic or laborer upon any public work carried on by this territory or any political subdivision thereof, whether by contract or otherwise, unless such person is a citizen of the United States or eligible to become a citizen, except in case of necessity. Eight hours shall constitute a day's labor on all public works or in any public office of this territory whether the work is done by contract or otherwise. The full eight hours is not applicable to Saturdays or holidays. A stipulation that not more than eight hours' labor in any one calendar day shall be required to be contained in all contracts. Penalty provided for violation of act. *Approved April 23, 1903.*

Idaho. SEC. 622. *Eight-hour Day upon Public Works.* Not more than eight hours' actual work shall constitute a lawful day's work on all State, county, and municipal works, provided that nothing in this act shall be construed as meaning any labor except manual labor employed by the day, and shall not apply to State, county, or municipal officials or to employes of the State or county who are paid monthly or yearly salaries. All bids for work must contain the eight-hour clause. *Approved February 6, 1899. Political Code, 1901.*

Illinois. CHAP. 48. *Eight Hours' Labor upon all Work.* On and after the first day of May, 1867, eight hours of labor between the rising and the setting of the sun in all mechanical trades, arts, and employments, and other cases of labor and service by the day, except in farm employments, shall constitute and be a lawful day's work, unless otherwise specified. *Approved March 5, 1867.*

Indiana. CHAP. 81, SEC. 7052. *Eight Hours a Day's Work except in Agricultural Labor and Domestic Service.* Eight hours shall constitute a day's work for mechanics, workmen, and laborers excepting agricultural or domestic labor. Agreement between employer and employe for extra compensation for overwork is permitted. Act shall apply to persons, firms, corporations, companies, or associations employing labor in this State, and to all mechanics, workmen, and laborers now or hereafter employed by this State or any municipal corporation herein, through its agents or officers, or in the employ of persons contracting with the State. Penalty for violation. *Anno. Stat., 1894.*

Kansas. CHAP. 54a. *Eight-hour Day upon Public Works.* Eight hours shall constitute a day's work for all laborers, workmen, and mechanics or other persons employed by or on behalf of the State of Kansas or any city, township, or other municipality of said State except in case of extraordinary emergency. In all cases of emergency, the laborers, workmen, and mechanics so employed and working in excess of eight hours per calendar day shall be paid, on the eight-hour basis, not less than the current rate of per diem wages in the locality where the work is performed. These provisions also apply to workmen employed by contractors or sub-contractors having contracts within the State of Kansas on behalf of the State. All contracts made on behalf of the State with any corporation, person or persons for the performance of any

work or the furnishing of any material manufactured within the State shall be considered as made upon the eight-hour day basis, and it shall be unlawful for any such contractor or person to work employes in excess of eight hours in any one calendar day except in case of emergency. Penalty provided for violation of act. Act does not apply to existing contracts. *General Statutes of Kansas, 1901.*

Maryland. CHAP. 458. *Eight Hours a Day's Work in Baltimore.* No mechanic or laborer employed by the mayor and city council of Baltimore, or by any official, agent, contractor, or sub-contractor under them, shall be required to work more than eight hours in any one day, provided, further, that this section shall not apply to employes in the fire department, Bay View Asylum, or Baltimore City Jail. Provides penalty for violation of act. *Approved April 9, 1898.*

Massachusetts. CHAP. 106, REVISED LAWS, SEC. 20. *Provisional Eight-hour Day for Public Employes.* In a city or town which by a vote taken by ballot at an annual election accepts the provisions of this section or has accepted the corresponding provisions of earlier laws, eight hours shall constitute a day's work for all laborers, workmen and mechanics who are employed by such city or town. If a petition for such vote, signed by 100 or more registered voters of a city, or twenty-five or more registered voters of a town, is filed with the city or town clerk, respectively, thirty days or more before an annual election, such vote shall be taken at such election.

CHAP. 494. *Appointment of Additional Commissioners to further the Adoption by the States of a Uniform Law making Eight Hours a Legal Day's Labor.* The governor shall, with the advice of the council, appoint, within thirty days, two persons, one representing the working class and one representing manufacturers . . . to endeavor to promote uniform legislation, making eight hours a legal day's labor throughout the United States. *Approved June 19, 1902.*

Minnesota. CHAP. 310. *Eight-hour Day upon Public Works.* An Act to provide for limiting the hours of daily service of laborers, workmen, and mechanics employed upon public works or work done for the State to eight in any one calendar day except in cases of extraordinary emergency, except work done upon public military or naval defences in time of war, and except in case of employment of labor in agricultural pursuits, provided that nothing herein contained shall be construed to apply to the employment of labor on work now in progress whether contracted for or not; providing for the insertion of certain stipulations in contracts for public works; imposing penalties for violations of the provisions of this act, and providing for the enforcement thereof. This act shall not apply to any contract work done for any town or county in this State. *Approved April 13, 1901.*

Missouri. SEC. 8136. *Eight Hours a Day's Labor.* From and after the first day of May, 1867, eight hours shall constitute a legal day's work unless otherwise agreed upon, not applicable to persons employed by the month nor to laborers or farm hands or those engaged in agriculture. *Rev. Stat., 1899, Art. 1, Chap. 121.*

Eight-hour Day for Miners. It shall be unlawful for any person or corporation engaged in mining for minerals, coal or any valuable substance or making excavations beneath the surface of the earth while searching for same to work their employes at such labor longer than eight hours in a day of 24 hours. It is declared that eight hours shall constitute a day's work for all laborers and employes engaged in the kind of labor aforesaid. Penalty is provided for violation of act. *Approved March 23, 1901.* (Sections 8793 and 8794, chap. 133, art. 2, Rev. Stat. of 1899 amended.)

SEC. 9696v. *Eight Hours upon Road Work.* It shall be the duty of the road overseer to require of each laborer a faithful performance of duty and to require him to do eight hours actual service each day. *Approved March 26, 1901.*

Eight Hours in Mines and Smelters. Act to prevent persons and corporations from working laborers in smelters and all other institutions for the reduction and refining of ores more than eight hours in 24 and fixing eight hours as a day's work for such laborers. *Approved March 9, 1903.*

Montana. *Eight-hour Day in Mines and Smelters.* Eight hours shall constitute a day's work for workingmen in all underground mines or workings except in cases of emergency. The period of employment of workmen in smelters, stamp mills, sampling works, concentrators, and all other institutions for the reduction of ores and refining of ores and metals shall be eight hours per day except in cases of emergency. Penalty provided for violation of act. *Approved February 2, 1901.*

NO. 71, ART. III, SEC. 19. *Eight-hour Day upon Public Works.* Any person subject to the payment of road poll tax in any district may, in lieu thereof, work on the roads in such district at the rate of two dollars per day of eight hours, until he shall have worked out such poll tax; . . . Eight hours labor, in the meaning of this act, shall be eight hours actual labor upon the roads or highways, exclusive of the time consumed in going to and from such labor. *Approved March 11, 1901.*

Nevada. CHAP. 4. *Eight-hour Day upon Irrigation Works.* Sec. 4. Provides that in the construction of irrigation works in the State eight hours shall constitute a day's work, and no Mongolian labor shall be employed thereon. *Approved Feb. 16, 1903.*

CHAP. 10. *Hours of Labor in Mines.* Regulates the hours of employment of workingmen in all underground mines or workings and in smelters and ore reduction works to eight per day, and provides penalties for violations thereof. *Approved Feb. 23, 1903.*

CHAP. 37. *Eight-hour Day upon Public Works.* On public works, all works or undertakings carried on or aided by the State, county, or municipal governments, eight hours shall constitute a day's labor; violation of act creates forfeiture to contractors. *Approved March 9, 1903.*

New Mexico. CHAP. 40. *Eight Hours upon Public Highways.* That all able-bodied male persons between 21 and 60 years must labor upon public highways the number of days required by the road supervisor (not less than two nor more than five) of eight hours each; \$1 per day to be paid in lieu thereof. *Approved March 18, 1901.*

New York. GENERAL LABOR LAW, ART. 1. *Eight Hours a Day's Work.* Eight hours shall constitute a legal day's work for all classes of employes in this State except those engaged in farm and domestic service unless otherwise provided by law. This section does not prevent an agreement for overwork at an increased compensation except upon work by or for the State or a municipal corporation or by contractors or sub-contractors therewith. Each contract to which the State or a municipal corporation is a party, which may involve the employment of laborers, workmen or mechanics, shall contain a stipulation that no laborer, workman or mechanic in the employ of the contractor, sub-contractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life or property. The wages to be paid for a legal day's work as hereinbefore defined to all classes of such laborers, workmen or mechanics upon all such public work or upon any material to be used upon or in connection therewith shall not be less than the prevailing rate for a day's work in the same trade or occupation in the locality within the State where such public work on, about or in connection with which such labor is performed in its final or completed form is to be situated, erected or used. Each such contract hereafter made shall contain a stipulation that each such laborer, workman or mechanic employed by such contractor, sub-contractor or other person on, about or upon such public work, shall receive such wages herein provided for. Each contract for such public work hereafter made shall contain a provision that the same shall be void and of no effect unless the person or corporation making or performing the same shall comply with the provisions of this section; and no such person or corporation shall be entitled to receive any sum nor shall any officer, agent or employe of the State or of a municipal corporation pay the same or authorize its payment from the funds under his charge or control to any such person or corporation for work done upon any contract which in its form or manner of performance violates the provisions of this section, but nothing in this section shall be construed to apply to persons regularly employed in state institutions, or to engineers, electricians and elevatormen in the department of public buildings during the annual session of the legislature. [*As amended by L. 1899, ch. 567 and L. 1900, ch. 298.*]*

CHAP. 588. *Eight-hour Day upon Reservoir Construction in New York City.* The aqueduct commissioners in providing new reservoirs are authorized to contract with such persons and upon such terms as will best serve the interests of the city of New York, and that eight hours shall constitute a day's work for all labors performed by said person or corporation in the performance of his or its contract, and that no laborer in the performance of any such contract shall be required or permitted to work more than eight hours. *Approved April 14, 1902.*

Ohio. *Eight-hour Day upon Public Works.* The service of all laborers, workmen, and mechanics employed upon any public works or on work done for the State or for any political sub-division thereof, whether by contract or otherwise, is limited and restricted to eight hours in any one calendar day. It is unlawful for any officer or agent of the State or any contractor or sub-contractor hiring workmen on behalf of the State to work employes in excess of eight hours per day except in case of emergency and except on work upon public military or naval works of defense in time of war, and except in case of employment of labor in agricultural pursuits. It shall be stipulated in every contract made on behalf of the State that eight hours shall be the working-day except in cases as hereinbefore mentioned. Each contract shall stipulate a penalty for violation of the act of \$10 for each laborer for each and every calendar day in which he shall labor more than eight hours. It is the duty of the inspector to report such violation to the proper officer of the State. Penalty is provided for violation of the act. *Passed April 16, 1900.*

Pennsylvania. *Eight Hours a Day's Labor.* On and after July 1, 1868, eight hours of labor between the rising and setting of the sun shall be held to be a legal day's work in all cases of labor by the day where there is no contract to the contrary. This act not applicable to agricultural labor or service by the week, month, or year. *Approved April 14, 1868.*

Eight Hours in Penal Institutions. Eight hours out of the 24 hours shall constitute a day's work in penitentiaries and reformatory institutions receiving support from the Common-

* The prevailing rate of wages clause in this section was declared unconstitutional by the Court of Appeals February 26, 1901.

wealth. All superintendents and officers, and all persons authorized to make contracts for work around said penitentiaries or reformatories are forbidden and prohibited to allow employés or under officers to work more than eight hours in each 24. *Approved May 20, 1891.*

CHAP. 397. *Eight-hour Day upon Public Works.* Eight hours out of each 24 shall be a legal day's work for mechanics, workmen, and laborers in the employ of the State or any municipal corporation, or otherwise engaged upon public works. Applicable to persons working for contractors upon public works. None but citizens of the United States, or aliens who have declared their intention, who have been residents of the State six months, can be employed on public works. Penalty for violation. *Approved July 26, 1897.*

Porto Rico. SEC. 624. *Eight-hour Day upon Public Works.* No laborer shall be compelled to work more than eight hours in any one day upon public works, and they shall be if possible residents of the municipality. *Approved March 1, 1902.*

Tennessee. CHAP. 368. *Eight Hours upon Public Highways.* All county prisoners subject to labor shall be employed hereafter as far as practicable upon the public highways . . . eight hours shall be a day's work upon the highways whether performed by convicts or free road hands. *Approved April 22, 1899.*

CHAP. 8. *Eight Hours upon Public Roads.* Males between 18 and 50 years subject to work upon the roads; eight hours to be a day's work; 50 cents a day to be paid for all labor assigned but unperformed. *Approved February 8, 1901.*

Utah. CHAP. 98. *Eight-hour Day upon Public Works.* Provides that eight hours shall constitute a day's work in all penal institutions and upon all works and undertakings carried on or aided by State, county, or municipal governments. Violation of act on part of any corporation, contractor, or officer of the State is deemed a misdemeanor. *Approved March 12, 1903.*

CHAP. 2, SEC. 1337. *Eight-hour Day in Mines and Smelters.* The period of employment of workmen in all underground mines or workings and in smelters and all other institutions for the reduction or refining of ores or metals shall be eight per day, violation being a misdemeanor. *Rev. Stat., 1898.*

Washington. CHAP. 101. *Eight-hour Day upon Public Works.* Eight hours in any one calendar day shall constitute a day's work on any work done for the State or any county or municipality thereof. Work done by contract or sub-contract on any building or improvements or works on roads, bridges, streets, alleys, or buildings for the State shall be done under the provisions of this act, except in case of emergency when the hours for work may be extended, the rate of pay for time employed in excess of eight hours of each calendar day to be one and one-half times the rate allowed for the same amount of time during eight hours' service. These provisions to be stipulated in all contracts, sub-contracts, or agreements for work done for the State. Penalty provided for violation of act. *Approved March 13, 1899.*

West Virginia. CHAP. 17. *Eight Hours upon Public Works.* Eight hours to constitute a day's work for all laborers, workmen, and mechanics employed by or on behalf of the State or by any contractor or sub-contractor on any public works of the State. Penalty is provided for violation of act. *Approved February 20, 1899.*

Wisconsin. CHAP. 83. *Eight Hours in Manufacturing and Mechanical Establishments.* Provides for an eight-hour work day on all day contracts in manufacturing and mechanical business, unless specified to the contrary. *Anno Stat., 1889.*

Wyoming. *Eight-hour Day.* Eight hours' actual work shall constitute a lawful day's work in all mines, and on all State and municipal works. *Constitution, Art. XIX, Sec. 1.*

United States. *Eight Hours upon Government Work.* Provides for an eight-hour work-day for all laborers, workmen, and mechanics employed by or on behalf of the government of the United States. *Rev. Stat. 1878, Title 43, Sec. 3738.*

CHAP. 1093. SEC. 4. *Eight Hours upon Irrigation Works.* Secretary of the Interior may cause contracts to be let for the construction of irrigation works . . . *Provided, That in all construction work eight hours shall constitute a legal day's work and no Mongolian labor shall be employed thereon. Approved June 17, 1902, Acts of Congress.*

It will be seen from the above laws that there are 27 states and territories, besides the United States, having an eight-hour day. There are six states where eight hours is prescribed as the limit for a day's work, unless specified to the contrary; these are Connecticut, Illinois, Indiana, Missouri, New York, and Pennsylvania. Nevada and the United States specify the eight-hour day upon irrigation works and New York for laborers upon the reservoir. In Wisconsin, the eight-hour day is prescribed in manufacturing and mechanical establishments, unless

otherwise agreed upon. The laws of Missouri, New Mexico, and Tennessee specify eight hours to be a day's work for laborers on road work. Eight hours is a legal day's work in mines and smelters in the following states: Arizona, Colorado, Missouri, Montana, Nevada, Utah, and Wyoming. The following states prescribe eight hours as the maximum day's labor upon public works: California, Colorado, District of Columbia, Hawaii, Idaho, Kansas, Maryland (Baltimore), Minnesota, Montana, Nevada, Ohio, Pennsylvania, Porto Rico, Utah, Washington, West Virginia, and Wyoming. The United States provides for an eight-hour day upon government work.

Many cases pertaining to the constitutionality of the eight-hour day have been taken to the courts. Appeals have been taken in some instances from the State court, the matter being subsequently referred to the United States Supreme Court. The following are citations of some of the most important decisions:

Colorado. *Unconstitutionality of Eight-hour Law. — Mines and Smelters.* — The Supreme Court of Colorado, on July 17, 1899, rendered a decision holding that the eight-hour law enacted by the legislature was unconstitutional. The case in question was an application of Thomas A. Morgan for a writ of habeas corpus. The petitioner challenged the validity of the statute making eight hours a legal day's work in all underground mines or workings and in smelters and all other institutions for the reduction or refining of ores or metals as being contrary to certain sections of the constitution whereby personal liberty and rights are established. In stating the opinion of the court, Chief Justice Campbell said that the statute had been considered by the attorney-general to be a health regulation and hence to come within the range of the police powers of the State; but a similar bill had been declared unconstitutional four years before this statute was enacted. The eight-hour law of Utah, similar to the act in question, and three cases in which the Supreme Court of Utah had held the law valid were cited, but, the constitution of the State of Colorado having no provision similar to that upon which the decisions in the Utah cases were based, the chief justice held that these decisions could not be considered authority. In view of the attempt to sustain the statute as coming within the police power, the judge said: The result of our deliberation is that this act is an unwarrantable interference with, and infringes the right of, both the employer and employé in making contracts relating to a purely private business in which no possible injury to the public can result; that it unjustly and arbitrarily singles out a class of persons, and imposes upon them restrictions from which others similarly situated and substantially in the same conditions are exempt; and that it is not, under our constitution, a valid exercise of the police power of this State, either in the subject selected or in the reasonableness of the regulation.

Kansas. *Constitutionality of Eight-hour Law.* — The constitutionality of the eight-hour law on public works of the State of Kansas was affirmed on November 30, 1903, by the United States Supreme Court. The law regulating labor on public works in Kansas was enacted in 1891 and provided that eight hours should constitute a day's work for workmen employed by or on behalf of the State. It prohibited contractors from requiring laborers in the performance of any work for the State or in the furnishing (for the State) of any material manufactured within the State to work more than eight hours in any one day. The case in question was that of *W. W. Atkins v. State of Kansas*. Atkins had a contract with the corporation of Kansas City, Kansas, for paving a street, and he was charged with requiring the workmen to labor 10 hours a day. Atkins was prosecuted in the State courts and appealed from the decisions (which were uniformly against him) to the Federal Supreme Court, alleging that the statute was in violation of the first section of the Fourteenth Amendment to the Constitution in that it denied him due protection of the law and deprived him of his property without due process.

The opinion was based on the authority that the municipalities of a State are the creatures of the State; that work for them is of a public character and does not infringe on the personal liberty of anyone. Further: Whatever may have been the motives that controlled the enactment of the statute in question, we can imagine no possible ground to dispute the power of the State to declare that no one undertaking work for it or for one of its municipal agencies shall permit or require an employé on such work to labor in excess of eight hours each day, and to inflict punishment upon contractors who disregard such a regulation. It cannot be deemed a

part of the liberty of any contractor that he be allowed to do public work in any mode he may choose to adopt without regard to the wishes of the State. On the contrary, it belongs to the State, as the guardian and trustee for its people, to prescribe the conditions upon which it will permit public work to be done. No court has authority to review its action in this respect. Regulation of this subject suggests only considerations of public policy, and with such considerations the courts have no concern."

Kansas. Constitutionality of Statute. — Hours of Labor on Public Works. — The petition of one J. T. Dalton for a writ of habeas corpus was filed in the Supreme Court of the State of Kansas. It alleged that he was unlawfully restrained of his liberty by the sheriff of Geary county, being held in custody by him under a warrant in which he was charged with the violation of chap. 114, Acts of Kansas, 1891, providing that eight hours constitute a day's work for all laborers, workmen, mechanics, and others employed by or in behalf of any municipality, county, or township in the State, in that he permitted and required certain workmen employed by him to work over eight hours per day in building the county court house and jail. He alleged that the statute above referred to was unconstitutional and void, but the Supreme Court, after a hearing, rendered decision December 9, 1899, and affirmed the constitutionality of the statute and denied the writ. The opinion of the judge in part was: "We see in this law no infringement of constitutional rights. There can be no compulsion of a contractor to bid upon public work nor is the laborer bound to take employment from a person having such contract. If the terms relating to the hours of labor do not suit either the contractor or the employé, there is no compulsion upon either the one or the other to take the contract or to perform labor for the State. His liberty of choice is not interfered with nor is his right to labor infringed. We conclude, therefore, that the statute under consideration is a mere direction of the State to its agents and a proper exercise of its power in that respect." 59 *Pacific Reporter*, page 336.

New York. Eight-hour Law Void. The Court of Appeals of New York declared unconstitutional the eight-hour provision of the penal code (subdivision 1 of section 384, H), in the case of the People v. the Orange County Road Construction Company, reversing the decision of the appellate division, second department, and sustaining that of Judge Beattie of the Orange county court, who ordered the discharge of the defendant company, upon its demurrer alleging that the law was unconstitutional.

The law, which is a complement of the eight-hour law provision of the labor law, passed at the same session of 1899, made it a misdemeanor for any person or corporation, contracting with the State or with a municipal corporation, to require more than eight hours work for a day's labor.

The defendant corporation was engaged in road construction for the county of Orange, and criminal proceedings were instituted in behalf of the people for its infringement. The defendant entered a demurrer, asserting that the law was unconstitutional. This demurrer was sustained by Judge Beattie, but overruled by the appellate division, from whose decision the defendant appealed.

Judge Cullen's opinion, in which the whole court concurs, holds that the law is not a proper exercise of the police power of the State, but unduly discriminates between different classes of contractors, and between the same contractor working for the State and for a private party, or for itself. It is conceded that the State has a right to protect women and children or adults from unwholesome or dangerous occupations. This law, Judge Cullen holds, does not deal with the character of the work, or with age, sex or condition of employment, nor even with the personality of the employer.

Ohio. Eight-hour Law Held Void. The Supreme Court of Ohio held, in the recent case of *The City of Cleveland v. Clements Brothers Construction Company*, that an act limiting to eight hours per day the work of laborers, etc., employed on behalf of the State or any of its political subdivisions, and requiring that every contract for public work should contain a stipulation that no laborer should be permitted to work more than eight hours, under penalty of a forfeiture by the contractor of a certain sum for each day any person should work more than such time, was unconstitutional and void.

Utah. Constitutionality of Statute. — Eight-hour Law. Albert F. Holden was convicted in the district court of Salt Lake county, Utah, of violating the act regulating hours of employment in mines, and upon said conviction appealed to the Supreme Court of the State, raising the question of the constitutionality of the law. The Supreme Court rendered its decision Nov. 11, 1896, upheld the constitutionality of the act and affirmed the conviction of the appellant. The law provided that eight hours should be the working-day for workmen in all underground mines or workings in Utah and provided penalty for violation of the same by any employer. Chief Justice Zane, in his decision, said: "The legislature in naming eight hours to be a working-day, such period was deemed reasonable. The people of the State in their constitution made it mandatory upon the legislature to pass laws to provide for the health and safety of the employés in factories, smelters, and mines. We do not feel authorized to hold that the statute quoted was not designed, calculated, and adapted to promote the health of the class of

men who labor in smelters and other works for the reduction and treatment of ores, nor can we see that the law conflicts with any provision of the Constitution of the United States. . . . The application for the discharge of the defendant is denied, and he is remanded to the custody of the sheriff until released in pursuance of the law."

Utah. *Constitutionality of Statute.—Hours of Labor.* *Holden v. Hardy and State v. Holden.* In the above cases the constitutionality of chap. 62, laws of Utah of 1896, making eight hours a legal day's labor in mines, smelters, etc., was affirmed by the Supreme Court of the State. The cases were then brought before the Supreme Court of the United States, which rendered its decision February 28, 1898, sustaining the decisions of the State court.

Wisconsin. *Law Limiting Hours of Labor.* The Supreme Court of Wisconsin held, in the case of *Wenham v. The State*, that a statute limiting the hours of work in certain employments does not infringe the constitutional rights of either employer or employé.

The following tabular statement shows the cities and towns in the Commonwealth accepting the eight-hour day upon public works, according to the provisions of chapters 344 and 357 of the years 1899 and 1900, respectively. The date of acceptance is given in each case.

Cities and Towns in Massachusetts having the Eight-hour Day upon Public Works.

CITIES AND TOWNS.	Date of Acceptance	CITIES AND TOWNS.	Date of Acceptance
Abington,*	Mar. 4, 1901	MALDEN,	Dec. 11, 1900
Avon.†	Mar. 4, 1902	MARLBOROUGH,	Dec. 5, 1899
BEVERLY,	Dec. 11, 1900	MEDFORD,	Dec. 10, 1901
BOSTON,	Dec. 12, 1899	MELROSE,	Dec. 12, 1899
BROCKTON,	Dec. 5, 1899	NEW BEDFORD,	Dec. 5, 1899
Brookline,	Mar. 29, 1900	NEWBURYPORT,	Dec. 11, 1900
CAMBRIDGE,	Dec. 12, 1899	NEWTON,	Dec. 10, 1901
CHELSEA,	Dec. 11, 1900	NORTH ADAMS,	Dec. 19, 1899
CHICOPEE,	Dec. 12, 1899	NORTHAMPTON,	Dec. 5, 1899
Dedham,	Mar. 5, 1900	Peabody,	April 13, 1900
EVERETT,	Dec. 12, 1899	PITTSFIELD,	Dec. 4, 1900
FALL RIVER,	Dec. 5, 1899	QUINCY,	Dec. 5, 1899
FITCHBURG,	Dec. 4, 1900	SALEM,	Dec. 11, 1900
Framingham,	Mar. 5, 1900	SOMERVILLE,	Dec. 11, 1900
GLOUCESTER,	Dec. 5, 1899	SPRINGFIELD,	Dec. 5, 1899
Greenfield,	April 7, 1902	Stoneham,	Mar. 5, 1900
Haverhill,	Dec. 5, 1899	Swampscott,	Mar. 19, 1900
HOLYOKE,	Dec. 12, 1899	TAUNTON,	Dec. 2, 1902
Hyde Park,	Mar. 5, 1900	WALTHAM,	Dec. 3, 1901
LAWRENCE,	Dec. 5, 1899	Winchester,	Mar. 5, 1900
LOWELL,	Dec. 12, 1899	WOBURN,	Dec. 12, 1899
LYNN,	Dec. 12, 1899	WORCESTER,	Dec. 11, 1900

* Validity of vote questioned; again voted upon and accepted Mar. 3, 1902.

† Eight-hour day adopted but legality subsequently questioned.

All the cities in the State have accepted the provisions of the law making eight hours a legal day's work for public employes, while only a few of the towns have availed themselves of the privileges of the Act.

THE LICENSING OF BARBERS.

On May 4, 1900, the Health Department of the city of Boston issued the following regulation :

HEALTH DEPARTMENT.

OLD COURT HOUSE, BOSTON, May 4, 1900.

At a meeting of the Board of Health, this day, the following regulation respecting barber shops was adopted :

REGULATION FOR BARBER SHOPS.

The place of business, together with all the furniture, shall be kept, at all times in a cleanly condition.

Mugs, shaving brushes and razors shall be sterilized by immersion in boiling water after every separate use thereof.

A separate, clean towel shall be used for each person.

Alum, or other material, used to stop the flow of blood shall be so used only in powdered form, and applied on a towel.

The use of powder-puffs is prohibited.

The use of sponges is prohibited.

Every barber shop shall be provided with running hot and cold water.

No person shall be allowed to use any barber shop as a dormitory.

Every barber shall cleanse his hands thoroughly immediately after serving each customer.

This regulation applies only to the city of Boston. No license is required to carry on the business of a barber in Massachusetts, and the only provision for the proper sanitary condition of a shop is the cursory examination made by the Boards of Health in connection with their other duties. Massachusetts has usually led in the matter of better, cleaner, and more nearly perfect sanitary conditions for labor as well as for the general public, but some of the newer states are establishing new policies and shaping their plans according to later conditions, acting apparently like Australia as experimental stations for the older Commonwealths, not so much, perhaps, from a desire to lead as from an absence of any precedent.

The following 14 states have passed laws for the examination, registration, and licensing of barbers :

Connecticut.	Minnesota.	Rhode Island.
Delaware.	Missouri.	Utah.
Kansas.	New York.	Washington.
Kentucky.	North Dakota.	Wisconsin.
Michigan.	Oregon.	

The majority of the laws seem to be based upon the same model, and to publish them all would simply be a matter of repetition. We present

the usual form of the law and note at the close of each section the variation as it occurs in each State. Where no reference is given, it is to be understood that the particular section quoted is practically identical in each State.

I. Definition of a Barber.

Any person who is engaged in the occupation of shaving or trimming the beard or cutting or dressing the hair of any person for hire or reward shall be construed as practising the occupation of a barber within the meaning of this act.

This is the universal definition. Rhode Island provides that professional nurses, domestic servants, undertakers, and apprentices are exempt, and nearly all of the other states make similar exemption of apprentices.

II. Unlawful to practise Barbering.

It shall be unlawful for any person to follow the occupation of a barber or to conduct any barber shop or hair dressing saloon for the purpose of shaving or cutting or dressing the hair unless he shall have first obtained a certificate of registration from the board of examiners.

In Delaware the provisions of the barber act relate to the city of Wilmington. In Kansas, the provisions of the act do not apply to barbers in any city, town, or village of less than 3,000 inhabitants. In Missouri, it applies to places of 5,000 inhabitants or more. In Kentucky, it applies only to cities of the first, second, and third class, and in Utah to cities of the first and second class.

III. Board of Examiners.

A board of examiners consisting of three persons, selected from the competent barbers of the State, shall be appointed by the governor for three years, except in the case of the first board, the appointees serving one, two, or three years, respectively.

Not all the States require the board to be composed of competent barbers. In New York, the board consists of four members, two master barbers and two journeymen. In Connecticut, Minnesota, North Dakota, and Wisconsin, the board is appointed for two years. The persons appointed shall be practical barbers in Rhode Island and Missouri, of at least three years' experience prior to appointment; four years in Oregon, and five years in Connecticut, Kansas, Kentucky, Missouri, New York, North Dakota, Washington, and Wisconsin. In New York, Oregon, and Wisconsin, the appointees shall have resided in the State for five years prior to appointment; three years in Connecticut and Rhode Island, and two years in Washington. In Missouri, one of the members of the board shall be recommended by the trades unions, and he shall be a barber of at least three years' practical experience. The same condition obtains in Minnesota, but the experience is reduced to one year. In Delaware, the members of the board are selected from barbers residing in the city of Wilmington. In Kansas and Missouri the board before entering upon its duties appears before the State Board of Health, which wisely determines whether the members possess sufficient knowledge to pass judiciously upon the qualifications of others and have a knowledge of

contagious or infectious diseases. In Utah, of the three persons selected for the board, two shall be barbers of five years' experience and one a qualified physician.

Nearly all of the states require bonds for the faithful performance of duties: Delaware and Utah, \$500 each; Connecticut, Kentucky, Rhode Island, and Wisconsin, \$1,000 each; Kansas, \$2,000; Minnesota, Missouri, and North Dakota, \$5,000 each. In Oregon and Washington, the treasurer of the board must file a bond for \$1,000; in Michigan, \$6,000, and in New York, \$10,000. In Connecticut, the treasurer must file additional bond for \$2,000.

IV. Personnel of Board.

The said board shall elect a president, secretary, and treasurer; shall have a common seal, and the secretary and president shall have power to administer oaths. A majority of said board shall constitute a quorum for the transaction of business.

In Connecticut and Wisconsin, the position of secretary and treasurer may be filled by the same person. In Minnesota and North Dakota the headquarters of the board is at the State Capitol; in Washington, at the place of residence of the secretary, and in Missouri and Wisconsin, wherever the board elects.

V. Compensation.

Each member of said board shall receive a compensation of \$3 per day for services and also railroad fare and such other traveling expenses as may be necessary for the proper discharge of his duties, and shall be paid out of any money in the hands of the treasurer of said board.

In Delaware, New York, Rhode Island, and Washington, the per diem is fixed at \$5. In Kentucky, Minnesota, North Dakota, Oregon, and Utah, in lieu of railroad fare, it is provided that the members shall be paid mileage at the rate of 10 cents for each mile actually traveled. In New York and Wisconsin, the mileage is fixed at three cents, and in Rhode Island two cents. In Michigan, the treasurer receives an annual salary of \$500, and the secretary, \$600, both paid from the State treasury; the other member receives only actual expenses. Kansas and Missouri, besides allowing a per diem, railroad fare, and traveling expenses, allow for other "reasonable and proper expenditures and outlays." In the majority of states it is provided that in no event shall any money be paid out of the State treasury for salary and expenses except as provided for under fees, etc.

VI. Duties of Examiners.

The board shall meet (at stated and duly advertised times) to conduct an examination of persons desiring to follow the business or occupation of barbers. The board shall have power to adopt such rules and regulations as they may deem necessary to procure the proper sterilizing of tools and implements, and for any other purpose deemed essential for the improvement of sanitary condition of barber shops and their surroundings. A printed copy of such rules shall be mailed to every licensed barber and by him posted in a conspicuous place. Members of board shall have full power to enter during business hours and inspect all barber shops regarding their sanitary condition.

In many of the states it is provided that the rules promulgated by the board of examiners shall be submitted to the State Board of Health,

and upon the approval of the latter, shall have full force and effect. In New York the board of examiners has power to appoint sub-boards of examiners who possess almost equal powers and duties of the main board.

VII. Registers and Reports.

Said board shall keep a register in which shall be entered the names, addresses, sex, and age of all persons to whom certificates are issued, and to whom permits for serving as apprentices or as students in barber schools are granted under this act, and said register shall at all times be open for public inspection. Said board shall report annually to the legislature a full statement of the receipts and disbursements of the board during the preceding year, with a full statement of the proceedings of the board and such recommendations as it may deem proper looking to the better carrying out of the intents and purposes of this act.

In Connecticut, Kentucky, Oregon, and Utah, the report of the board is made to the governor.

VIII. Fees, etc.

Said board shall report to the auditor annually a full statement of its receipts and disbursements; any money in the hands of the treasurer of said board at the time of making such report, in excess of \$250, shall be paid over to the State treasurer for the future maintenance of the board.

In Kansas, this amount turned over to the treasurer is devoted to the maintenance of public schools. In Connecticut, Kentucky, Missouri, and Rhode Island, the board may retain the sum of \$500, and in Oregon the board must turn over to the State treasurer all in excess of necessary expenses. In Michigan, the board is required to report to the State treasurer every six months, giving a list of the registered barbers and turn over all money to him, the State paying all expenses and salaries of the board. In New York, the board is required to report to the State comptroller annually showing receipts and expenditures and balance in the hands of the treasurer of said board, together with a statement of the amount of such balance necessary to be held by the board to meet expenses of the ensuing year.

IX. Examinations.

Said board shall hold public examinations at least four times in each year at such times and places as it may deem advisable. Notice of such meetings shall be given by publication in the newspapers of the State.

Kansas, Missouri, Washington, and Wisconsin give a mode of procedure for examinations, substantially as follows :

Said board shall proceed to examine such person, and, being satisfied that he is above the age of nineteen years, of good moral character, free from contagious or infectious diseases, has either studied the trade for two years as an apprentice, under a qualified and practising barber, or studied the trade for at least two years in a properly appointed and conducted barber school or college, under the instructions of a qualified barber, or practised the trade in another State for at least two years, and is possessed of the requisite skill in said trade to properly perform all the duties thereof, including his ability in the preparation of the tools, shaving, hair cutting, and all the duties and services incident thereto, and is possessed of sufficient knowledge concerning the common diseases of the face and skin to avoid the aggravation and spreading thereof in the practice of said trade, shall enter his name in the register provided for, and shall issue to him a certificate of registration, authorizing him to practise said trade in this State; *Provided*, that whenever it appears that applicant has acquired his knowledge of said trade in a barber school or college the board shall be judges of whether said barber school or college is properly

appointed and conducted and under proper instructions to give sufficient training in said trade. All persons making such application under the provisions of this chapter shall be allowed to practise the occupation of barbering until the meeting for the next regular examination by the said board, and no longer, and the secretary shall give him a permit to do so; *Provided*, however, that such time may be extended by the board for good cause shown.

X. Applications for License.

Any person desiring to obtain a certificate of registration under this act shall make application to said board therefor and shall pay to the treasurer of said board an examination fee of \$5, said fee to be returned if applicant does not successfully pass the examination; *Provided*, that this shall not apply to barbers engaged in the business in this State who shall have been so engaged for the period of two years before the passage of this act.

In Wisconsin the fee for application is \$1.

XI. Certificate of Registration.

Said board shall furnish to each person who has successfully passed the examination a card or certificate or other insignia in such form as it shall adopt, bearing the seal of the board and the signature of its president and secretary, certifying that the holder thereof is entitled to practise the occupation of barber in this State, and it shall be the duty of the holder of such card or insignia to post the same in a conspicuous place in front of his working chair where it may be readily seen by all persons whom he may serve. Said card shall be renewed each year, and the holder of said certificate shall pay to the board \$1 for each said renewal.

XII. Power to Revoke Certificate.

Said board shall have the power to revoke any certificate of registration granted by it under this act for (a) conviction of crime; (b) habitual drunkenness; (c) gross incompetency; (d) failure or refusal to properly provide a guard against contagious or infectious diseases, or the spreading thereof in the practice of his occupation; or (e) violation of the rules of the board; *Provided*, that before any certificate shall be revoked the holder shall have notice in writing of the charge or charges against him, and shall be given a public hearing of said charges and full opportunity to produce testimony in his own behalf, and to confront the witnesses against him. Any person whose certificate has been so revoked may, after ninety days, make application to have the same re-issued upon satisfactorily showing that the disqualification has ceased.

Failure to keep rules and regulations and certificates properly posted is deemed sufficient cause for revocation of license in the majority of states as well as failure to apply for renewal of card or certificate within thirty days after its expiration. In Kentucky, Minnesota, New York, North Dakota, Oregon, and Wisconsin, habitual drunkenness is defined as continuing for six months previous to the date of making the charge. In many of the states it is provided that if a shop is found to be in an unsanitary condition or if the holder of a certificate is charged with imparting any contagious or infectious disease, the local board of health may quarantine the shop and cause the certificate to be revoked until such quarantine shall be removed by the board of health. In Delaware and Utah, failure to keep a clean shop is sufficient cause for such a shop to be declared a public nuisance and subjects the proprietor to prosecution and punishment.

XIII. Apprentices.

Nothing in this act shall prohibit any person from serving as an apprentice in said trade under a barber authorized to practise the same under this act, or from serving in any school for the training in such trade under the instruction of a qualified barber. Apprentices shall be registered with the board of examiners for which no fee shall be charged.

In Delaware and Utah the fee for apprentices is fixed at 50 cents. In New York and Rhode Island a person engaged in the practice of barbering for less than two years at the time of passage of act is considered as an apprentice, and this rule is followed in all of the states with varying degrees of time, from one to three years, requiring the present-day barber, so-called, to apply at the end of one year for a license as a qualified barber under the provisions of the act. In Kansas, Minnesota, Missouri, and North Dakota it is provided that there shall be but one apprentice to each two authorized barbers and in Missouri it is further provided that all shops having only one chair are entitled to one apprentice each. In Delaware and Washington it is provided that there shall be no more than one apprentice to each authorized barber.

XIV. Barber Schools.

It shall be unlawful for any person who is not a duly registered barber to conduct a barber school or give instruction in the business of barbering.

In Kansas, schools are required to keep signs displayed prominently upon which the words "barber college" or "barber school" shall appear, but no other signs. Kansas and Missouri require the barber schools practising within their jurisdiction to file the names and ages of all students or apprentices.

XV. Present-day Barbers.

Every person now engaged in the occupation of barber in this State shall, within ninety days after the approval of this act, file with the secretary of the board an affidavit setting forth his name, residence, and length of time during which and the place in which he has practised such occupation, and shall pay to the treasurer of said board a specified fee, and a certificate of registration entitling him to practise said occupation shall be issued to him.

In Utah, present-day barbers are considered as apprentices for one year after the passage of the act and no fee is required until the expiration of that time. In Delaware, North Dakota, and Rhode Island, the fee is \$2, and in Delaware and Oregon application must be made within 60 days after the passage of the act.

XVI. Penalties.

Any person practising the occupation of barber without having obtained a certificate of registration or knowingly employing a barber who has no such certificate, or falsely pretending to be authorized to practise as a barber or instructor or teacher of said occupation, or failing to keep the certificate properly displayed or failing to comply with such sanitary rules as the board in conjunction with the State board of health prescribes, or for the violation of any of the provisions of this act, shall upon conviction thereof be punished by a fine of not less than \$10 nor more than \$100 or by imprisonment for not less than 10 nor more than 90 days.

In Wisconsin, the fine is not less than \$25 nor more than \$100, and in Oregon the term of imprisonment is not less than five days nor more than 50, or both fine and imprisonment. In New York, the fine is fixed at not less than \$10 or imprisonment not less than 30 days or both. In Rhode Island, a fine only is imposed of \$20. In Delaware and Michigan, the fine is fixed at not less than \$5 nor more than \$50, or commitment to jail until the fine is paid; such commitment not to extend over

20 days. In Connecticut, the general penalty is fixed at \$100. Oregon imposes an additional fine upon any barber who shaves any person afflicted with any contagious or infectious disease and does not use proper care in disinfecting tools, towels, etc. In this case the fine is fixed at not less than \$20 nor more than \$50, and imprisonment for not less than 10 nor more than 25 days, or both fine and imprisonment. In Connecticut, any barber who continues his occupation after his license has expired without renewing the same forfeits all rights to a license and is compelled to pay a fine of not more than \$50 for said violation.

Below we present the opinions of the general working of the barbers' license law in the various states, and also such other information as seems pertinent to the subject, derived from the secretaries of the various boards, Commissioners of Bureaus of Labor, Secretaries of State, etc.

Arkansas. Has no law with reference to licensing of barbers, and there has been no attempt at the passage of such a law.

California. In 1901, the legislature of California passed an Act to regulate the practice of barbering, providing for the registration and licensing of persons, to ensure the better education and to promote competency and skill among such practitioners. After a trial of two years, the legislature repealed this Act without apparent opposition from any source.

Colorado. A bill to regulate the practice of barbering was introduced and passed by the last legislature but was vetoed by the governor.

Connecticut. The operation of the law in this State has worked for much good, and has resulted in cleaner shops, workmen of more cleanly appearance, and better sanitary conditions generally.

Florida. This State has no law providing directly for the licensing of barbers, but the legislature of 1903 passed a general license law under which it might be possible to compel barbers to pay a license fee, but not subjecting them to examinations. Section 17 of the law reads that "merchants, store keepers, and druggists with a capital of less than \$1,000 shall pay to the State a license tax of \$3." Every kind of trade or occupation seems to have been covered by this Act, and it is possible for counties and cities and towns under the operation of Sec. 2 to "impose such further taxes of the same kind upon the same subjects as they may deem proper . . . when the business, profession, or occupation shall be engaged in within said county, city, or town."

Georgia. A bill was introduced but after being referred to a committee was never reported back to the House.

Idaho. This State has no law providing for the licensing of barbers or controlling their occupation in any way nor, so far as known, has there been any effort made to pass a law of this kind.

Illinois. A bill for an Act providing for the licensing of barbers was introduced at the last session of the legislature, 1903. It met with

strong opposition, especially from the newspapers of the State, and it failed to pass.

Indiana. The legislature of 1903 had before it a bill creating a board of examiners for examination of barbers and permitting only such as were licensed to operate in the State. The measure was very unpopular, especially among the colored barbers of the State, and was looked upon as an effort on the part of the white barbers to put them out of the business. The bill was also strongly opposed by barbers in the small towns and was defeated in the Senate, never having reached the House. The probabilities are that the bill will come up in the next legislature.

Iowa. An effort has been made during the sessions of the last two legislatures to get such an Act passed, but it has met with failure, although the vote has been close each time, there being no question as to the real merits of the bills presented so far as they require sanitary and cleanly methods enforced in barber shops.

Kansas. The law in this State was enacted in 1903, and it is the general opinion of the medical fraternity as well as of other intelligent citizens that a proper execution of the law will improve the sanitary condition of barber shops and also tend to drive out inferior workmanship. The law is based upon that passed by the Missouri legislature.

Maine. No attempt has ever been made to enact any law relating to the licensing of barbers.

Maryland. There is no law in this State providing for licensing of barbers nor any requirements for a certificate of registration. There has been some talk of introducing such a measure at the next session, in fact, a tentative effort was made in this direction at the last session.

Massachusetts. Three petitions with bills were introduced in 1903. One to provide for licensing barbers and two to establish a board of examiners for barbers and to regulate the management of barber shops. Rejected in House.

Michigan. The law relating to the licensing of barbers was approved June 1, 1899. It seems to be giving satisfaction, although the legislature of 1901 undertook to amend it in one or two points, which amendments were pronounced unconstitutional by the Supreme Court.

Minnesota. The law in this State was passed in 1897. The secretary of the State examining board of barbers states that the purpose of the law was to maintain a better sanitary condition in barber shops and protect patrons from ignorant and incompetent workmen. "That the law has had this result is amply demonstrated by the fact that those barbers who have been able to pass the examination required by this board are able to command steady employment at wages higher than are paid elsewhere. The prevailing scale of wages is higher at the present time than ever before in the history of the State, and this wage is for six days' work, Minnesota being one of the few states that strictly enforces the

Sunday-closing law. The barbers have taken the initiative in the early-closing movement, several cities closing at seven o'clock P.M., except on Saturday. That the existing wage scale is due to the operation and enforcement of the law there can be little doubt. It has weeded out of the State incompetent barbers, and the competent men are assured steady employment." In 1901, the legislature passed "An Act to provide for the regulation and supervision of barber schools and colleges." This law required each such school to give bond in the sum of \$1,000 to cover students against failure on the part of the school to carry out its contract.

Missouri. The law in this State was amended in 1901 and has been declared constitutional by the Supreme Court. It is the general opinion that the law has resulted in obtaining a better and a physically cleaner class of men to conduct the business, and has materially lessened the chances for the spread of diseases incidental to such calling.

Montana. There is no law providing for licensing barbers in this State, and no attempt has been made to pass such a law.

Nebraska. In 1889, the legislature of Nebraska passed an Act compelling the examination and licensing of barbers which was repealed by the legislature of 1891. As far as can be learned, the barber colleges were responsible for this repeal. These colleges guaranteed to their graduates the right to enter practice immediately upon their graduation. The original law compelled another examination at the hands of the State board of examiners, and this, of course, acted against the colleges, and they, through agitation, secured its repeal.

Nevada. This State has not passed any Act providing for the licensing of barbers; it is left to the discretion of the board of county commissioners of the several counties.

New Hampshire. The Journal of the House of the session of 1897 shows that "An Act regulating the practice of tonsors" was reported through the judiciary committee — "inexpedient to legislate." The report was accepted and adopted.

New Jersey. There is no law in this State for the licensing of barbers, but the wisdom of having such a law enacted is now and has been for months past under discussion at the meetings of labor councils and central bodies in the large towns of the State. There will undoubtedly be an attempt to pass such a measure at the next session of the legislature in 1904.

New York. The law in this State is of recent enactment and has not been in force sufficiently long to show any practical results. The object being to secure cleanliness in the shops, it, at the same time, required an apprenticeship of three years in order to obtain a license, so that this provision of the law shuts out graduates of barber schools. The hours of labor in the barber trade, at the present time, are anywhere from 87 to 93 per week, and the enforcement of this law will no doubt bring shorter working hours and tend to put the occupation of barbering on

a higher plane. A skilled workman at this trade must be of cleanly habits, know the necessity of keeping the tools of his trade clean, and take every precaution to prevent infection by his patrons. The men composing the board of examiners are practical men, and under the law endeavor to safeguard the health of the public and make possible better conditions for the men engaged in this occupation.

North Carolina. There has been no legislation with reference to licensing barbers in this State, and no attempt has been made to secure such legislation. A large percentage of the barbers in the State are negroes and unorganized. There is some sentiment for requiring such licenses, but the movement has never amounted to anything.

North Dakota. The law in this State took effect July 1, 1901, and is claimed by the trade to be working well.

Ohio. Such a law was proposed at the last session of the legislature, but as the barbers themselves were divided in opinion with regard to it, it failed to pass.

Oregon. The law in this State was passed in 1899. Section 14 states that "inasmuch as the public health is endangered by inattention to habits and methods of cleanliness in many of the barber shops in this State, an emergency is hereby declared to exist, and therefore this Act shall be in force and effect therewith upon its approval by the governor." The law is said to be well observed and working all right.

Pennsylvania. A bill for the purpose of licensing barbers was presented to the legislature of 1903, passed, and vetoed. The governor in his veto stated :

The effect of this bill, if it became a law, would be to create a new crime, the punishment for which is imprisonment for not less than ten days or more than ninety days. The crime which is thus established is that of "practising the occupation of barber without having obtained a certificate of registration." If the system sought to be established by the bill is desirable, compliance with its requirements could properly be compelled by the imposition of penalties, but a failure to comply with its requirements is in no sense a crime and ought not to be so treated.

In others of its features the bill raises questions which are worthy of serious and careful consideration. If the object of the bill is to provide for the regulation of a trade, it would appear to be in violation of article three, section seven of the Constitution, which directs "the General Assembly shall not pass any local or special law . . . regulating labor, trade, mining or manufacturing" for the reason that it is confined in its action to cities of the first, second and third class and boroughs of ten thousand in population or over. If on the other hand it be a police regulation, looking to the maintenance of the health of the community, it would not then be open to this objection. A careful examination of the provisions of the bill leads me to the conclusion that it is in fact a bill intended to regulate a trade. It provides for a board of examiners and that no one shall practise the art of a barber until he shall have undergone an examination, paid the fees and received a certificate of registration. It is true that one of the requirements to be ascertained by such examination is that each barber shall be "free from contagious or infectious diseases" and that he be "possessed of sufficient knowledge concerning the common diseases of the face and skin to avoid the aggravation and spreading thereof." No means, however, are provided to prevent the spread of such diseases. No supervision is given to the State Board of Health or the local boards of health. There is no provision for investigation as to the condition of barber shops.

If the purpose were to prevent the spread of skin diseases, there seems to be no reason why the act should not be extended to the whole State instead of being confined to certain cities and boroughs. There are other objections to the proposed act. Large sums of money are to be raised under it. Each barber is to be examined and pay a fee of \$5. Each apprentice is to pay a fee of

fifty cents. The card or insignia given to each barber is to be renewed once a year, and for this renewal the sum of \$1 is to be paid. The only expense provided for is the payment to each of the five members of the board of examiners of \$5 a day for actual services and five cents a mile for each mile actually traveled in attending the meetings of the board. What is to be done with the residue does not appear, except that it is to be kept by the State Treasurer and to be disbursed by him upon warrants "signed by the president and treasurer of said board." The purpose for which this is to be expended is not disclosed. There is an inconsistency between section one, which provides "that nothing in this act contained shall apply to or affect any person who is now and for the past three years has been actually engaged in such occupation" and section seven which provides that "every person now engaged in the occupation of barber in this State . . . shall pay to the treasurer of said board one dollar." Section thirteen which provides "to shave or trim the beard or cut the hair of any person for hire or reward received by the performing of such service or any other person shall be construed as practising the occupation of barbering within the meaning of this act" is utterly insensible.

Rhode Island. The law in this State was passed April 17, 1903, and seems to give satisfaction, regulating, as it does, the sanitary condition of barber shops. In December, 1903, there were about 1,300 barbers registered in the State. The law applies only to the cities of the State, but the town council of any town is authorized to adopt its provisions if thought desirable. Should the town council vote so to do, the town clerk files with the secretary of the board of examiners an attested copy of the vote of the town council setting forth the fact that the provisions of the act have been adopted. Upon the filing of this copy, the act becomes in full force and effect in said town, and when so adopted the word "city" wherever used in the act "shall be construed to mean and include such town," and the words "passage of this act" wherever used in this act "shall be construed to mean and include the adoption of the act by such town."

Tennessee. This State has no law providing for the licensing of barbers. There was an attempt to pass such a law during the session of the last legislature but it failed.

Texas. An Act regulating the licensing of barbers was passed by the recent session of the legislature in this State but the bill was vetoed by the governor.

Vermont. There is no law in this State in regard to licensing barbers nor has any bill been introduced in the Assembly with reference to the matter. The subject has never been discussed by legislators.

Virginia. At a former session of the legislature a bill relating to the licensing or registration of barbers was presented to committee, but was not favorably reported upon.

Washington. The law in this State was enacted at the 1901 session of the legislature, and is giving satisfaction.

West Virginia. This State has no law providing for the licensing of barbers. There has never been an effort made along this line nor has the question been discussed publicly.

Wisconsin. The barbers' license law was approved May 11, 1903. "The law has accomplished more good in the five months it has been in force than was anticipated. There has been an appreciable improvement

in the sanitary condition of the shops in most of the cities and especially in Milwaukee where the health department co-operates with the State board of examiners. But like all new laws of similar character, it takes time to realize any great benefits, and it is too early to form a just and unprejudiced opinion, but I feel confident that the law will in time bring even greater results than dreamed of by its most ardent supporters. The barbers themselves and all those who have taken any interest in the law are surprised at the beneficial results so far obtained, and some of its former opponents are now its most ardent supporters."

Wyoming. No law for licensing barbers has been passed nor any attempt made to pass such a law. The secretary of state says that it "would be a good thing."

In the other states of the Union, no effort has been made to pass any law which would regulate the practice of barbering, although in several the matter has been under discussion.

THE EARLY CLOSING AND HALF-HOLIDAY LAWS OF AUSTRALASIA.

The Factories and Shops Act of 1900 (63 Vict. No. 1654, Sec. 3) provided that a Royal Commission be appointed for the purpose of inquiring into and reporting upon the operations of the Factories and Shops Acts, and the effect of said Acts upon the trades and industries to which they apply, and their effect on trade, manufactures, labor, and commerce. We present below a condensed statement of the report made by the Commission on the early closing and half-holiday laws as they affected the retail and wholesale stores, offices, and certain departments in mills and factories. "Shop" or "store" means a place, building, stall, tent, vehicle, or boat in which goods are exposed or offered for sale, or in which the business of a hairdresser is carried on. "Shop Assistant" means a person employed in or in connection with the sale of goods in a store and includes any clerk employed in a store, but does not include persons who are employed when the store is closed for business.

New Zealand.

With the exception of fish, fruit, and confectionery stores, coffee-houses, eating houses, and railway bookstalls, all stores must close in each week on the afternoon of one working-day at one o'clock P.M. But in the week in which a public holiday or half-holiday occurs, it is not necessary to observe the special weekly half-holiday as well.

Stores may be kept open on the afternoon of the working day next preceding Christmas, New Year's, Good Friday, the Sovereign's birthday,

and Easter Monday, respectively, although such day may be the day appointed for the closing of stores.

Drug stores may be opened between seven P.M. and nine P.M., on the day appointed for the closing of stores, for the supply of medicines and surgical appliances only, and should such articles be urgently required, the stores may be opened at any time during the afternoon observed as the weekly half-holiday.

All offices must close at five P.M. each week day except Saturday, when the hour of closing is one P.M. Employés may be required to work an extra period not exceeding three hours per day on 10 days in each month. Shipping, tramway, and newspaper offices are excepted. Should a day other than Saturday be appointed as the day for the half-holiday for stores in any district, the proprietor of any office in the district may close his office on that day instead of Saturday. Further, offices are excepted during two periods of four weeks each in every year for purposes of half-yearly balances.

Any storekeeper who carries on business by himself or with the assistance of members of his family below the age of 18 years, and who resides on the premises may close on another specified day than the day appointed for the half-holiday in the district on giving notice to the inspector that he desires to do so.

Any storekeeper at a port may keep open or employ any person after the prescribed time of closing only for the purpose of supplying goods to any ship, steamer, or boat arriving at such port. All assistants in stores outside the limits of cities, boroughs, and town districts, all assistants employed in hotel bars within or without such limits, and every assistant in excepted stores must be permitted to have a half-holiday from one P.M. every week.

Employers are liable to a penalty not exceeding \$25 for each offence in respect of the employment of any employé later than half-an-hour after prescribed time of closing, and other penalties are provided for other breaches of the provisions of the Act.

A woman or person under 18 years of age may not be employed in or about any store for more than 52 hours per week, excluding meal times, nor longer than $9\frac{1}{2}$ hours in any one day, except on one day in each week, when they may be employed for $11\frac{1}{2}$ hours. During 40 days in the year, permission may be given by the inspector to employ persons in a store or workroom for a period of three hours each day, for the purposes of stocktaking. In every store where women or young persons are employed, a notice must be exhibited in a conspicuous place, showing the number of hours per week, during which such persons may be employed. The penalty for a breach of the law in this respect is any sum not exceeding \$10 for each person.

The method of determining the day on which the half-holiday is to be observed is as follows: The local municipal authority, by special

resolution in January of each year, appoints the day on which stores are to be closed; and it may also, before March 31 in each year, substitute another day if it so desires. The Governor in Council has power to appoint a day in the event of any local authority or conference of storekeepers failing to do so. Should a day other than Saturday be decided on as the day to be observed for closing, any person may close on Saturday instead, by giving notice to the inspector. Further, should Saturday be appointed for the half-holiday, another day may be fixed on which butchers, hairdressers, and photographers may close in lieu of Saturday.

Three-fifths of the storekeepers in any city or borough may requisition the Minister with respect to the closing of all stores at nine or 10 P.M., on Saturday in each week, and the Minister must then intimate by notice in the *Government Gazette* that all stores shall be closed accordingly.

New South Wales.

The closing times for all stores (with certain exemptions) situate within the Metropolitan or the Newcastle Shopping District are as follows: Monday and Tuesday, six o'clock; Wednesday, one o'clock or six o'clock at the option of the storekeeper; Thursday, six o'clock; Friday, six o'clock, where the closing time on the preceding Wednesday was one o'clock, and 10 o'clock where the closing time on the preceding Wednesday was six P.M.; Saturday, one o'clock where the closing time on the preceding Wednesday was six o'clock, and 10 o'clock where the closing time on the preceding Wednesday was one o'clock.

The closing time for news agents and booksellers within the metropolitan area is eight P.M. on five week nights, and 10 P.M. on Saturday.

Stores in the Newcastle District which close at one o'clock on Wednesday may keep open till 10 P.M. on Friday, but must then close at six P.M. on Saturday.

Each storekeeper has the choice of closing time on Wednesday; all he has to do is to send notice to the Minister in the prescribed form, and to affix a copy of the notice in a conspicuous place in his store; failure to do so is an offence under the Act; and until he makes a choice, the closing time is deemed to be one o'clock on Wednesday. Having made a choice, he cannot alter it for three months from the date of his former choice.

Storekeepers occupying two or more stores (not being exempted) in any shopping district must close them on the same day. Where a store is closed during the whole of any public holiday, and assistants are not employed during such day, the store may be kept open till six P.M. on the day appointed for closing at one P.M., and where such holiday is Christmas, New Year's, or Good Friday, such store may be kept open until 10 o'clock on the week-day preceding.

Every municipality outside the Metropolitan and Newcastle shopping districts is a country shopping district, and the Governor may pro-

claim any other area a country shopping district. The closing times for shops (except those exempted in the case of the Metropolitan and Newcastle districts) situate within a country shopping district are: On one week-day, one o'clock; and on one week-day, 10 o'clock; such days, until altered, are those now observed in each shopping district; and on the four other week-days six P.M. There is also provision made whereby any store which is closed during and until six P.M. on any week-day observed as a holiday for any religious purpose, and the employés of which do not work therein during such time, may be kept open until six P.M., on the day on which the closing time is one o'clock.

After the Act has been in force for not less than nine months in any country shopping district any number, not being less than one-third of the storekeepers, may present a memorial to the Minister asking that a poll be taken on the question whether any of the days appointed for closing should be altered to days specified in the memorial. The days are then altered, or remain unaltered, according to the result of the poll. No second poll may be taken for two years. The exempted stores are:

PART I

Hairdressers

PART II

Chemists

Druggists

Private dispensaries

Public dispensaries

Flower shops

PART III

Fruit shops

Vegetable shops

Tobacconists' shops

PART III—Con.

Confectioners' shops

Newspaper and news agents' shops

Public houses

Hotels and wine shops

Undertakers' establishments

PART IV

Restaurants

Refreshment shops

Eating houses

Fish shops

Oyster shops

Cooked provision shops

Hairdressers must close at 10 P.M. on Friday or Saturday, at the option of the employer, and at half-past seven on other week nights. Having made a choice, the Minister is notified in prescribed form, and a copy of the notice posted in a conspicuous place in the store. Until such choice is made it is considered that Saturday has been chosen as the day for closing at 10 P.M. No other choice is permitted until the expiration of three months from the date of the former choice. Stores mentioned in Part II close at nine P.M. on five days and 11 o'clock on Saturdays. Stores mentioned in Part III must close not later than 11 P.M. on each week-day, while those in Part IV may keep open until 12 o'clock midnight on all week-days. Half-an-hour is allowed to serve customers who are in the store at closing time, and druggists are permitted to sell medicines or surgical appliances after closing time.

No person may be employed in any store mentioned in Parts I to IV for more than 60 hours per week, except that hairdressers are allowed

to attend to any customers who are in the store at closing time; and all persons employed in such shops must be allowed a half-holiday, from one P.M., one week-day every week, except in a week in which a public or bank holiday has been allowed to them. Those engaged in hotels, restaurants, or eating houses, may be allowed a half-holiday from two P.M. instead of one P.M. Neglect to grant a half-holiday is considered an offence against the Act, and penalties ranging from \$10 to \$50 are provided for different sections of the Act.

Storekeepers, other than those mentioned in Part I to Part IV, may employ any person on 12 week-days in any half year (not being days on which the shop closes at one to 10 o'clock or any public holiday) for a period not exceeding three hours (exclusive of time allowed for refreshment) after the closing hour. Records of all such extra time must be kept in a conspicuous place, and must be certified as correct by each person concerned.

Where an employé is granted full pay for a holiday (other than a public holiday, etc.), he may be employed for three hours after the store has been closed on two other days, but not on a one o'clock or 10 o'clock closing day or public holiday.

Every baker outside the metropolitan area, and every storekeeper, butcher, and milk vendor in any shopping district, must allow every person employed in delivering goods four half-holidays in each month, or a whole holiday on one week-day in each month. And bakers in the metropolitan area must permit every person employed delivering bread to take a whole holiday on the third Wednesday in each month, but if any public holiday falls in the same week as the third Wednesday such whole holiday must be observed on the public holiday and not on the third Wednesday.

South Australia.

The closing time within the Metropolitan Shopping District is the same as that observed in the New South Wales Metropolitan District, except that nine o'clock is substituted for 10 o'clock wherever it occurs in the New South Wales law. This does not apply to Christmas Eve, in so far as it fixes the closing time before nine o'clock for the week-day immediately preceding any public holiday, but no store shall remain open for trade after six o'clock on more than one day in any week. The general conditions in regard to the choice of a day for closing, alteration of day, etc., are similar to those observed in Sydney. The Governor has power, on receipt of a memorial by a majority of storekeepers concerned, to proclaim country shopping districts, and he may also fix and alter the closing times for such districts. The majority of storekeepers in a shopping district may propose, by memorial, that certain times be fixed or altered for the closing of all stores in such district. No closing time shall be appointed earlier than six o'clock, except on the day to be observed as a half-holiday. All employés must receive a half-holiday

from one P.M. each week, except in a week in which there is a public holiday allowed to them. Those employed in preparing or serving-up meals may be employed till two P.M.

Storekeepers are allowed half-an-hour to serve customers who are in the store at closing time, but there is no limit to the time during which a storekeeper, or the husband or wife of such storekeeper, may keep open, and, with the assistance of one member of his family, sell goods therein on any week-day. This provision does not apply where any one is employed who is not a member of the proprietor's own family.

Penalties ranging from \$10 to \$25 are provided. No person under 16 years of age may be employed for more than 52 hours in one week, or more than nine hours in any one day, except on one day in a week, when not more than 11 hours may be worked. Permission may be obtained to work employes not more than 12 hours a day for 40 days in a year.

The following places of business are exempted from the provisions of the Act, save that all employes must receive a half-holiday every week: Druggists; restaurants, eating houses, and places of refreshment; cooked meats and butchers' and bakers' small goods; fish and oyster stores; fruit, flower, and vegetable stores; tobacconists; hair-dressers; confectioners; news agents and bookstalls at railway stations; undertakers; public houses; licensed wine stores; and milk vendors.

Victoria.

All stores except drug stores, coffee houses, confectioners' stores, eating houses, fish and oyster stores, fruit and vegetable stores, restaurants, tobacconists, and book sellers' and news agents' stores, must be closed at seven P.M., on ordinary nights and 10 P.M. on Saturdays. If a store be closed for the whole of a public holiday it may be kept open till 10 P.M. the preceding night.

If a majority of the storekeepers of any class in any municipal district desire to keep open after seven P.M. they can petition the Governor in Council to make a regulation for any hour they please, or they can petition in favor of closing before seven P.M. A majority of any class or all classes (other than the exempted class) can also petition the Governor in Council to fix a day for the closing of all stores or any class of stores for a half-holiday from one P.M. on any specified day in the week. A majority in the metropolitan district, or any two or more contiguous municipal districts, may unite for similar purposes. Any one who closes for the whole of a public holiday need not close for the usual weekly half-holiday. Milk cannot be delivered after 12 o'clock noon on Sundays.

By regulation, the hours of work of women, girls, and of males under 16 years of age in stores of the exempted class are limited to 60 per week, and a half-holiday must be given from 2 o'clock on some week-

day. This regulation also applies to billiard markers, waiters, and waitresses.

Every employé (except in certain exempted stores in cities, towns, and boroughs) must be given a half-holiday from one P.M. on some week-day. By special enactment this provision applies to the whole State. Persons employed in delivering meat or milk must be given a half-holiday from one P.M. on some week-day, and those employed in delivering bread must be given a whole holiday on the third Wednesday in every month.

In the metropolitan district no person employed in or in connection with a store (except porters or watchmen or persons employed in the stores of the exempted class) can be employed for more than 52 hours in a week. The Chief Inspector may allow persons to work overtime on not more than 40 days in a year.

The working hours of carters and carriers employed in a metropolitan district in carrying goods to or from a factory, workroom, or shop are limited to 60 per week, and they must be given a holiday on some week-day either for the whole morning till two o'clock in the afternoon, or from two o'clock in the afternoon for the rest of the day.

Suitable sitting accommodation must be provided in all stores, and employés must be allowed to make use of same at all reasonable times during the day. Penalties are provided for offences against the Acts, and the onus of proof of compliance with the law is in a few cases on the defendant.

Queensland.

Subject to certain provisions, all stores must close at six P.M. on Monday, Tuesday, Wednesday, and Thursday; on Friday, 10 P.M.; and on Saturday, one P.M., except where another day than Saturday is appointed as the day to be observed as a half-holiday, when the stores may be kept open till nine P.M. on Saturday, and then the closing time on Friday is six P.M., unless Friday should be selected as the day for closing at one P.M.

On the three business days preceding Christmas Eve it is permitted to keep open till 10 P.M., and on the business day next preceding Christmas up to 11 P.M.

Outside a radius of 10 miles from the General Post Office, Brisbane, any number of rate payers in any district, being not less than one-sixth of the whole number of rate payers in such district, may require the inspector to take a poll on the question of the day to be observed as a half-holiday in each week. The Governor in Council notifies in the *Gazette* the day chosen, and such day is observed till altered by another poll, which cannot be demanded or taken until after one year from the date of last poll.

Butchers or photographers may agree among themselves by ballot or otherwise, approved by the Minister, on a day for the half-holiday in each week.

Those who close their stores for the whole of any holiday appointed under the Bank Holidays Act are permitted to keep open until six P.M. on the day generally observed as a half-holiday. Should such public holiday fall on Friday, and the store is closed for the entire day, it may be kept open till 10 P.M. on the Thursday preceding.

The exempted places of business are: Druggists, confectioners, fish and oyster, fruit, vegetable, and temperance beverage sellers, hair-dressers, restaurants, and refreshment sellers, tobacconists, booksellers and news agents, and undertakers, also licensed victuallers and wine stores. The Minister has power to suspend the provisions of the Act in certain cases.

Females and persons under 16 years of age may not be employed more than 52 hours a week, exclusive of meal time, nor for more than $9\frac{1}{2}$ hours in any day, except on the late working night, when the time may be extended to $11\frac{1}{2}$ hours. The hours for employes in exempted stores are 60 per week, except in hotel bars, where 72 hours may be worked. Females and persons under 16 years of age must not be employed longer than 12 hours per day.

Employes in exempted stores and hotel bars and bars of registered clubs must be permitted to have a half-holiday, from two P.M., on some working-day of each week.

Persons employed solely as carters in any store or factory must also be permitted to take a half-holiday, from one P.M., on some working-day of each week.

Occupiers of stores in the exempt class may agree among themselves for the appointment of a half-holiday or as to the closing hours.

Employes may be employed half-an-hour after closing time. Permission may be obtained to work employes not more than three hours in any one day beyond the ordinary working hours on not more than 40 days a year. It is not lawful to require any person to work overtime on more than three consecutive nights. Overtime may be worked without written permission if notice, in writing, is given to the inspector within 24 hours after commencement of such overtime. If the Minister is not satisfied that the working of the overtime is necessary to meet a sudden and unforeseen press of work, he may entirely withdraw the privilege for the remainder of the year. This privilege can only be taken advantage of 10 times a year. Penalties for violating the provisions of the Act are any sum not exceeding \$25.

Western Australia.

In November, 1898, the Western Australian Parliament passed an Early Closing Act, providing that all stores must close at six P.M., and keep closed until 8 A.M. the following morning. Every one was obliged to close his store for a half day in each week, with the choice of closing on one of two days. Forty-eight hours per week was fixed as the time

limit for women and persons under 16 years of age. All the exempt class of stores had to give their employes a half-holiday in each week. It was claimed that this was the first Early Closing Act passed in Australia, and it was to continue for three years from the date on which it came into force. In November, 1901, an attempt was made by the Government to place this Act permanently on the statute book, but the statutory duration expired before the matter was settled, and the new Bill was not proceeded with.

On the 19th of February, 1902, the Government succeeded in passing another measure under a title similar to the original one, but differing in certain respects from the former, and more closely following the lines of the Acts now in force in New South Wales and South Australia.

Stores must close at one o'clock on one week-day, at 10 P.M. on one week-day, and at six P.M. on four week-days, and remain closed till eight A.M. on the following morning, unless the hours fixed are altered by proclamation. This may be done by the Minister on receipt of a memorial from the majority of the storekeepers in any district asking for an alteration in the closing days or hours.

There is no vital difference between this Act and the Acts before referred to. The choice is given of Wednesday or Saturday for closing, and unless the chief inspector is otherwise notified the storekeeper is deemed to have chosen Wednesday for closing at one P.M., and Saturday for closing at 10 P.M. Having chosen a day, another choice cannot be made till three months have elapsed. Those running two or more stores in any district must close them all at the same time. When a store has been closed on any public holiday, and the assistants have not been employed, it is not necessary to observe the weekly half-holiday, and should the holiday be Christmas or New Year's Day, stores may remain open till 10 P.M. on the preceding week-day.

Hairdressers close at 6.30 P.M. on all evenings except Saturday, and the week-days preceding Christmas and New Year's Day, when they may remain open till 10 P.M. Failure to close at the appointed time is an offence against the Act. It is permitted to keep open for half-an-hour after the appointed time to serve customers who are in the store at closing time.

Exempt stores carrying on other trades in the same place must close at time appointed for stores which are not exempt. Provision is made to allow storekeepers to employ their assistants on 12 week-days (not being days on which stores close at one P.M. or 10 P.M. or days on which a half or whole holiday falls) in any half year for three hours, exclusive of meal hours, but stores must be closed during any such period.

Assistants must be allowed a half-holiday once a week from 1.30 P.M. on some week-day, except in weeks when there is a public holiday, assistants employed in wholesale or commission agents' places of business must also receive a half-holiday, while those employed in hotels,

public houses, restaurants, or eating houses may be allowed to commence their holiday at 2.30 P.M.

Women and young persons under 16 years of age must not be employed longer than nine hours a day or 53 hours per week.

A storekeeper is not liable if he can prove that the offence was committed by another person against his orders after exercising all reasonable care to see that the law is observed ; penalties range from \$25 for first offence to \$250 for a second or any subsequent conviction.

Exempt stores are : Druggists, restaurants, eating houses, and places of refreshment, cooked meat stores, confectioners, butchers, fish and oyster stores, bakers, fruit stores, vegetable stores, dairies, hairdressers, tobacconists, newspaper and news agents, stationers and booksellers, railway bookstalls, florists, undertakers, and public houses.

Tasmania.

With the exception of the Women and Children Employment Act of 1884, the attempts which have been made to pass laws in Tasmania regulating the hours of labor in factories and stores have been unsuccessful. An Eight Hours Bill passed the Legislative Assembly on two occasions, but was rejected by the Legislative Council. An Early Closing Bill which was supported by the larger stores, and condemned by the smaller, was accepted by the Lower House, but was rejected when it reached the Council. A Conciliation and Arbitration Bill was also introduced in the Legislative Assembly, but owing to the lateness of the session it was withdrawn.

The Women and Children Employment Act provides that a woman shall mean any person of the female sex over 18 years of age, not a domestic servant. "Child" means any boy or girl under the age of 14 years. Persons under 12 years of age are not permitted to be employed in a factory. Women must not be employed for more than 10 hours in any one day, nor children for more than eight hours, with an interval of one hour for a meal. During the months of January, February, March, and December in each year, there is nothing to prevent the employment of children in jam factories for nine hours a day ; neither is there anything to prevent the limit of employment of saleswomen in retail stores on Saturday evenings.

Provision is made for sitting accommodation for saleswomen, and also for proper sanitary arrangements in the factories and stores. The enforcement of the Act is in the hands of the Superintendent or Chief Officer of Police. Penalties up to \$150 may be imposed for violation. This Act has been allowed to fall into disuse.

There is a system of voluntary closing of stores on Wednesday afternoon at one P.M. in the larger towns, and it is well observed. The bulk close at six P.M. during the week, and 10 P.M. on Saturdays, but, the arrangement being of a voluntary nature, all do not observe these hours. Artisans and some other tradesmen usually work from 50 to 54 hours a week.

INDUSTRIAL STUDIES, No. 2.

PROPRIETORS.

In Labor Bulletin No. 28 the first of these Industrial Studies was presented, Agriculture being the industry considered. This second study relates to Proprietors. By the term "Proprietors" is meant manufacturers and other employers of labor engaged in productive industries.

The presentation is divided into two parts, one relating to male proprietors and the other to female. In each of these parts is specified the number of proprietors who are native born of native descent, native born of foreign descent, or foreign born. In that for male proprietors, two other specifications are given, one relating to foreign born, naturalized, and the other to foreign born, alien.

The column headed "Foreign Born," in the tables which follow, requires some explanation. In the case of males it includes all under 21 years of age, also those naturalized non-voters who had resided in the town in which they were enumerated less than six months or who had lived in the Commonwealth for less than one year. In the case of females, it includes all those of foreign birth, of whatever age.

Nativity of Manufacturers and Employers.

SEX AND INDUSTRIES.	Native Born, Na- tive Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES.	13,219	2,862	91	4,818	2,103	23,093
Agricultural implements,	20	-	-	-	-	20
Arms and ammunition,	27	8	-	3	1	34
Artificial teeth and dental work,	8	-	-	1	-	4
Artisans' tools,	87	16	-	25	8	131
Awnings, sails, tents, etc.,	40	5	-	10	-	55
Boots and shoes,	1,500	146	1	191	47	1,885
Boxes — paper and wooden,	204	9	1	10	2	226
Brick, tiles, and sewer pipe,	54	12	-	18	10	94
Brooms, brushes, and mops,	44	7	-	17	2	70
<i>Building:</i>	4,237	1,089	23	1,908	968	8,210
Builders and contractors,	744	180	3	889	150	1,468
Breakwaters, dams, jetties, and wharves,	8	2	-	1	1	12
Bridges,	25	20	-	19	15	79
Buildings other than dwelling houses,	9	2	-	-	-	11
Houses,	322	72	2	168	76	640
Sewers and wells,	21	11	1	21	2	56
Builders and contractors, n. s.,	359	73	-	180	56	668
Carpenters and builders,	492	87	3	906	170	958
Carpenters and contractors,	181	18	2	53	32	286
Employers,	2,584	741	13	1,187	572	5,047
Building trades,	34	14	-	27	9	84
Carpenters,	993	125	2	382	286	1,788
Lathers,	11	5	1	9	5	31
Masons (brick),	178	46	1	59	16	300
Masons (brick and stone),	77	22	1	21	8	129
Masons (stone),	71	30	-	73	26	200
Painters,	753	180	4	228	129	1,354
Paper hangers,	61	19	-	7	4	91
Pile drivers,	2	2	-	3	2	9
Plasterers,	13	15	2	54	23	107
Plumbers,	265	239	2	150	33	699
Roofers,	61	33	-	35	18	147
Stair builders,	26	2	-	18	8	54
Steamfitters,	39	9	-	11	5	64

Nativity of Manufacturers and Employers — Continued.

SEX AND INDUSTRIES.	Native Born, Na- tive Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Allen	Aggre- gates
MALES — Con.						
<i>Building — Con.</i>						
Manufacturers,	78	9	1	11	3	97
Masons — contractors,	163	54	1	112	26	356
Burial cases, caskets, coffins, etc.,	13	3	—	1	1	18
Buttons and dress trimmings,	17	1	—	2	—	20
Carpetings,	11	3	—	4	1	19
Carriages and wagons,	456	102	4	150	64	770
Cement, kaolin, lime, and plaster,	13	1	1	1	2	23
Charcoal and kindlers,	3	—	—	—	—	3
Chemical preparations — compounded,	44	7	—	9	1	61
Clocks, watches, and jewelry,	272	49	1	51	15	388
<i>Clothing :</i>	438	109	11	471	288	1,317
Employers,	241	67	9	335	227	879
Dressmakers,	—	—	—	3	5	8
Milliners,	10	1	—	2	—	13
Tailors,	231	66	9	330	222	858
Manufacturers,	197	42	2	136	61	438
Concrete walks, paving, etc.,	22	6	—	11	3	42
Cooking, lighting, and heating apparatus,	55	8	—	8	3	74
Cordage and twine,	32	10	—	8	1	51
Corks, bungs, and taps,	5	1	—	4	—	10
Cotton goods,	109	20	3	14	6	152
Cotton, woollen, and other textiles,	4	—	—	1	—	5
Crayons, pencils, crucibles, etc.,	4	—	—	—	—	4
Drugs and medicines,	100	8	—	10	7	125
Dyestuffs,	9	2	—	4	1	16
Earthen, plaster, and stone ware,	8	1	—	3	—	12
Electrical apparatus and appliances,	70	15	2	7	7	101
Electroplating — employers,	9	3	—	2	1	15
Emery and sandpaper and cloth, etc.,	15	—	—	1	1	17
Fancy articles, etc.,	21	3	—	1	2	27
Fertilizers,	10	4	—	—	2	16
Fine arts and taxidermy,	1	1	—	—	2	4
Fireworks and matches,	7	3	—	—	2	13
Flax, hemp, jute, and linen goods,	6	1	—	—	1	8
<i>Food preparations :</i>	573	155	20	324	167	1,239
Bakers — employers,	267	100	16	234	133	750
Manufacturers,	306	55	4	90	84	489
Furniture,	318	68	1	97	28	512
Gas and residual products,	9	—	—	—	—	9
Glass,	22	9	—	6	1	38
Glue, isinglass, and starch,	27	3	—	1	—	31
Hair work (animal and human),	—	1	—	3	1	5
Hose: rubber, linen, etc.,	2	1	—	—	—	3
Hosiery and knit goods,	14	6	1	43	8	73
Ink, mucilage, and paste,	22	1	—	4	3	30
Ivory, bone, shell, and horn goods, etc.,	46	1	—	5	1	53
Leather,	252	39	—	60	8	359
Liquors and beverages (not spirituous),	40	11	—	17	4	72
<i>Liquors : malt, distilled, and fermented :</i>	62	30	1	47	8	148
Bottlers — employers,	11	9	1	13	3	37
Manufacturers,	51	21	—	34	5	111
Lumber,	229	9	—	8	7	253
<i>Machines and machinery :</i>	472	66	3	39	20	650
Machinists — employers,	132	21	2	26	6	187
Manufacturers,	340	45	1	63	14	463
<i>Metals and metallic goods :</i>	918	280	4	415	168	1,785
Blacksmiths — employers,	380	175	2	300	144	1,001
Manufacturers,	538	105	2	115	24	784
Mixed textiles,	8	1	—	2	—	11
Models, lasts, and patterns,	59	4	—	7	1	71
Musical instruments and materials,	117	3	1	23	11	160
Oils and illuminating fluids,	31	1	—	2	1	35
Paints, colors, and crude chemicals,	27	3	—	2	1	33
Paper and paper goods,	178	19	—	21	6	224
Perfumes, toilet articles, etc.,	11	2	—	3	—	16
Photographs and photographic materials,	191	35	3	33	29	289
Polishes and dressing,	72	9	—	5	3	89
<i>Printing, publishing, and bookbinding :</i>	329	99	1	64	27	520
Employers,	316	97	1	59	25	498
Bookbinders,	38	16	1	6	6	67
Electrotypers,	10	4	—	—	1	15
Engravers and printers,	18	6	—	1	—	25
Lithographers,	8	4	—	7	—	19
Paper rulers,	—	—	—	1	—	1
Printers,	58	15	—	15	2	90
Printers — book and job,	17	5	—	6	2	30
Printers — job,	177	47	—	23	14	261
Manufacturers,	18	2	—	5	2	25
Print works, dye works, and bleacheries,	14	6	—	14	6	40
Railroad construction and equipment,	21	3	—	2	—	26
Rubber and elastic goods,	54	5	—	15	13	87
Saddlery and harness,	108	44	1	82	21	266
Scientific instruments and appliances,	72	8	—	24	9	113
Shipbuilding,	70	7	—	22	8	107
Silk and silk goods,	17	5	—	7	—	29
Sporting and athletic goods,	10	1	—	3	3	17

Nativity of Manufacturers and Employers — Concluded.

SEX AND INDUSTRIES.	Native Born, Na- tive Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES — Con.						
<i>Stone :</i>	105	80	3	145	29	362
Marble workers — employers,	13	11	—	11	1	36
Manufacturers,	92	69	3	134	28	326
Straw and palm leaf goods,	43	—	—	7	1	51
Tallow, candles, soap, and grease,	102	17	2	19	10	150
Tobacco, snuff, and cigars,	106	98	3	126	38	371
Toys and games (children's),	18	2	—	—	1	21
Trunks and valises,	19	3	—	3	—	26
Whips, lashes, and stocks,	38	4	—	1	2	45
Wooden goods,	234	35	—	73	19	361
Woollen goods,	182	34	—	40	11	267
Worsted goods,	8	3	—	8	—	19

Nativity of Manufacturers and Employers.

SEX AND INDUSTRIES.	Native Born, Native Descent	Native Born, Foreign Descent	Foreign Born	Aggregates
FEMALES.				
	1,672	984	1,064	3,720
<i>Boots and shoes,</i>	3	1	—	4
<i>Boxes (paper and wooden),</i>	2	—	—	2
<i>Brick, tiles, and sewer pipe,</i>	—	—	1	1
<i>Brooms, brushes, and mops,</i>	—	—	1	1
<i>Building :</i>	2	—	—	2
Manufacturers,	1	—	—	1
Steamfitters — employers,	1	—	—	1
Buttons and dress trimmings,	1	1	—	2
Carriages and wagons,	—	—	1	1
Chemical preparations (compounded),	1	1	—	2
Clocks, watches, and jewelry,	2	—	—	2
<i>Clothing:</i>	1,594	948	1,032	3,574
Employers,	1,576	942	1,021	3,539
Dressmakers,	1,299	797	915	3,011
Milliners,	270	141	98	509
Tailors,	7	4	8	19
Manufacturers,	18	6	11	35
Cooking, lighting, and heating apparatus,	1	—	—	1
Cotton goods,	—	—	1	1
Drugs and medicines,	2	—	—	2
Fancy articles, etc.,	3	1	1	5
<i>Food preparations :</i>	32	16	16	64
Bakers — employers,	27	13	15	55
Manufacturers,	5	3	1	9
Furniture,	3	—	1	4
Glass,	1	—	—	1
Hair work (animal and human),	1	—	—	1
Hosiery and knit goods,	1	1	—	2
Ivory, bone, shell, and horn goods, etc.,	—	1	—	1
Leather,	—	—	2	2
Liquors and beverages (not spirituous),	1	—	—	1
<i>Metals and metallic goods :</i>	2	1	1	4
Blacksmiths — employers,	—	1	—	1
Manufacturers,	2	—	1	3
Musical instruments and materials,	1	—	—	1
Paper and paper goods,	4	—	—	4
Perfumes, toilet articles, etc,	2	—	1	3
Photographs and photographic materials,	4	3	2	9
Pollshes and dressing,	1	—	—	1
<i>Printing, publishing, and bookbinding :</i>	3	4	1	8
Employers,	3	4	1	8
Bookbinders,	2	1	1	4
Engravers and printers,	—	3	—	3
Printers,	1	—	—	1
Print works, dye works, and bleacheries,	1	—	—	1
Rubber and elastic goods,	1	3	—	4
Saddlery and harness,	1	—	—	1
Silk and silk goods,	1	1	—	2
Straw and palm leaf goods,	—	1	1	2
Tobacco, snuff, and cigars,	—	1	1	2
Wooden goods,	—	—	1	1
Woollen goods,	1	—	—	1

Recapitulation.

Sex.	Native Born, Na- tive Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Naturalized	Foreign Born, Alien	Aggregates
Males,	13,219	2,862	91	4,818	2,103	23,093
Females,	1,672	984	1,064	—	—	3,720
TOTALS,	14,891	3,846	1,155	4,818	2,103	26,813

Recapitulation with Percentages.

Sex.	Native Born, Na- tive Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Naturalized	Foreign Born, Alien	Aggregates
Males,	49.30	10.87	0.84	17.97	7.84	86.12
Females,	6.24	3.67	3.97	—	—	18.88
TOTALS,	55.54	14.34	4.81	17.97	7.84	100.00

The nativity classification of the proprietors, by sex, engaged in each industry or branch of industry can be seen easily from the table, but particular attention may be called to a number of representative industries in order to show the full bearing of the statistics contained in it.

We give our first consideration to the male proprietors. In the boot and shoe industry, we find 1,646 proprietors of native birth and 239 of foreign birth, out of a total of 1,885.

Of 8,210 proprietors in the building industries, 5,326 are of native birth and 2,884 of foreign birth; of the building contractors, 1,466 in number, 924 are of native birth and 542 of foreign birth; employing carpenters number 1,788, of whom 1,118 are of native birth and 670 are of foreign birth; the employing masons (including brick and stone masons) number 629, there being 424 of native birth and 205 of foreign birth; of the 1,354 employing painters, 933 are of native birth and 421 of foreign birth; the employing plumbers number 689, of whom 504 are of native birth and 185 of foreign birth; 217 masons (contractors) are of native birth and 139 of foreign birth, out of a total of 356.

Of the 770 manufacturers of carriages and wagons, 552 are of native birth and 218 of foreign birth.

There are 1,317 proprietors reported as being engaged in carrying on the clothing business, 879 being classed as employers, and 438 as manufacturers; the employers, probably, doing work largely by contract or sub-contract; of the 879 employers, 308 are of native birth and 571 of foreign birth; of the 438 manufacturers of clothing, those of native birth number 239 and those of foreign birth 199.

The cotton goods manufacturers number 152, of whom 129 are of native birth and 23 of foreign birth.

There are 101 employers of labor in the comparatively new industry called "Electrical Apparatus and Appliances," of whom 85 are of native birth and 16 of foreign birth.

Under the industry called "Food Preparations," we find 750 employing bakers, those of native birth numbering 367 and those of foreign birth 383; the manufacturers of food preparations of various kinds are 489 in number, 361 being of native birth and 128 of foreign birth.

Of the 512 manufacturers of furniture, 386 are of native birth and 126 of foreign birth.

The leather industry is carried on by 359 manufacturers and employers, of whom 291 are of native birth and 68 of foreign birth.

Of the 111 manufacturers of malt, distilled, and fermented liquors, 72 are of native birth and 39 of foreign birth.

Of the 253 manufacturers of lumber, 238 are of native birth and 15 of foreign birth.

There are 187 employing machinists reported, 153 being of native birth and 34 of foreign birth; the manufacturers of machines and machinery number 463, of whom 385 are of native birth and 78 of foreign birth.

The employing blacksmiths number 1,001, of whom 555 are of native birth and 446 of foreign birth.

Of the 784 manufacturers of metals and metallic goods, 643 are of native birth and 141 of foreign birth.

Of the 224 manufacturers of paper and paper goods, 197 are of native birth and 27 of foreign birth.

The manufacturers of photographs and photographic materials number 289, of whom 224 are of native birth and 65 of foreign birth.

In the printing, publishing, and bookbinding industries there are 520 employers and manufacturers, 428 being of native birth and 92 of foreign birth.

There are 113 manufacturers of scientific instruments and appliances, of whom 80 are of native birth and 33 of foreign birth.

In the stone industry, there are 362 employers and manufacturers, 185 being of native birth and 177 of foreign birth.

In the manufacture of tobacco, snuff, and cigars there are 371 employers, of whom 204 are of native birth and 167 of foreign birth.

There are 361 manufacturers of wooden goods, 269 being of native birth and 92 of foreign birth.

In the manufacture of woollen and worsted goods, we find 286 manufacturers, of whom 227 are of native birth and 59 are of foreign birth.

Under the presentation for females, we find there are 3,011 women engaged as employing dressmakers, of whom 2,096 are of native birth and 915 of foreign birth; there are 509 women carrying on business as milliners, 411 being of native birth and 98 of foreign birth.

There are 55 women reported as conducting bakeries, 40 of whom are of native birth and 15 of foreign birth.

In the preparation of the text table which follows, an industry or branch of an industry has been credited to that nativity classification having the largest numerical representation. For instance, referring to the line Boots and Shoes, on page 30, we find 1,500 proprietors native born of native descent out of a total of 1,885. Following the plan adopted, this industry would be credited to the classification, "Native born of native descent."

The result of this classification is subjoined :

Males.

Native born of native descent are in excess of each one of the other four classes in 101 instances.

In nine instances the foreign born (naturalized) are in excess of the others.

In two instances the foreign born (alien) are in excess of the others.

In three instances the native born of native descent and foreign born (naturalized) are the same.

In one instance only foreign born (naturalized) are returned, no other class appearing against the business.

In four instances only native born of native descent are returned, no other class appearing against the industry.

Females.

In 12 instances the native born of native descent are in excess of each of the other classes.

In one instance the native born of foreign descent is in excess of the others.

In one instance the foreign born is in excess of the others.

In 16 instances only native born of native descent are returned.

In six instances only foreign born are returned.

In three instances only native born of foreign descent are returned.

In four instances the native born of native descent and native born of foreign descent are the same.

In two instances the native born of foreign descent and the foreign born are the same.

In the second text table, the plan of preparation followed has been to credit a nativity classification when it was in excess of all the other classifications presented in connection with any industry or branch of an industry. For instance, referring to the industry Boots and Shoes, on page 30, we find that 1,500 male proprietors, out of a total of 1,885, were native born of native descent; as this number, 1,500, is larger than the combined number for the other nativity classifications connected with the same industry, the industry Boots and Shoes has been credited to native born of native descent.

Males.

Native born of native descent is in excess of all the other four classes combined in 85 instances.

Only native born of native descent are returned in four instances.

No native born of native descent are returned in three instances.

In one instance the native born of native descent is the same as the other four classes.

Females.

Native born of native descent is in excess of all the other four classes combined in eight instances.

Only native born of native descent are returned in 16 instances.

No native born of native descent are returned in 11 instances.

In five instances the native born of native descent is the same as the other four classes.

Considering the recapitulation, we find a total of 26,813 proprietors, of whom 23,093 are males and 3,720 females. Of the males, 13,219 are native born of native descent, and 2,862 native born of foreign descent. The foreign born number 91; the foreign born (naturalized) 4,818; and the foreign born (alien) 2,103.

Of the females, 1,672 are native born of native descent, and 984 native born of foreign descent; the foreign born number 1,064.

Combining these numbers, we find that the native born males, whether of native or foreign descent, number 16,081; the foreign born, including the naturalized and alien, number 7,012. The native born females, whether of native or foreign descent, number 2,656; and the foreign born, 1,064.

In the second recapitulation these numbers are reduced to percentages. We find that of the proprietors considered, 86.12 per cent are males and 13.88 per cent females. Of the males, 49.30 per cent are native born of native descent; 10.67 per cent native born of foreign descent; 0.34 per cent are foreign born; 17.97 per cent, foreign born (naturalized); and 7.84 per cent, foreign born (alien).

Of the females, 6.24 per cent are native born of native descent; 3.67 per cent native born of foreign descent; and 3.97 per cent, foreign born.

Combining these percentages, we find that the native-born males, whether of native or foreign descent, represent 59.97 per cent; and the foreign born, including naturalized and alien, represent 26.15 per cent. The native-born females, whether of native or foreign descent, represent 9.91 per cent, and the foreign born 3.97 per cent.

An examination of the table shows that the male proprietors are engaged in 120 industries or branches of an industry, while the females are represented in 45.

PALACES FOR THE PEOPLE.

Probably the one man of the eighteenth century whose life has influenced posterity for the greatest good was Benjamin Franklin. He was the ideal American, and it has been common to praise him and his work for the past hundred years. It has been said that "Nations have prospered by adhering to his principles. That the general welfare of man has reached a higher level because he lived." His name has been identified with the best in education, and with the foundation of institutions whose utility insures their permanency. "He was wise enough to know that the most permanent foundations in the world are educational. The public library which he founded in Philadelphia, the first in America and the parent of thousands of others, has contributed to the education of the people of the United States. The American Philosophical Society, the oldest learned society in this country, was founded by him and has been a co-ordinating force in furthering the cause of all forms of knowledge. The University of Pennsylvania, in the inception of which he was the leading spirit, has trained nearly a hundred thousand men. Millions of men, ignorant of the wisdom of Adam Smith, of John Stuart Mill, and of later economists of eminence, have been taught habits of thrift and have better provided for their wives, their children, and themselves by practising the homely precepts of Poor Richard." His will perpetuated his own utilitarian ideas in providing for public charities, for prizes in his ideal school in the form of medals for the encouragement of scholarship, and in all ways he strove to make his benevolence immortal.

His plan for the benefit of the artisans and the apprentices, as contained in his will, illustrates the ruling ideas of his life :

I have considered that among artisans good apprentices are most likely to make good citizens, and, having myself been bred to a manual art, printing, in my native town, and afterwards assisted to set up my business in Philadelphia by kind loans of money from two friends here, which was the foundation of my fortune and of all the utility in life that may be ascribed to me, I wish to be useful even after my death, if possible, in forming and advancing other young men that may be serviceable to their country in both those towns.

To this end I devote two thousand pounds sterling, of which I give one thousand thereof to the inhabitants of the town of Boston, in Massachusetts, and the other thousand to the inhabitants of the city of Philadelphia, in trust, to and for the uses, intents, and purposes herein-after mentioned and declared.

The said sum of one thousand pounds sterling, if accepted by the inhabitants of the town of Boston, shall be managed under the direction of the selectmen, united with the ministers of the oldest Episcopalian, Congregational, and Presbyterian churches in that town, who are to let out the sum upon interest, at five per cent per annum, to such young married artificers, under the age of twenty-five years, as have served an apprenticeship in said town, and faithfully fulfilled the duties required in their indentures, so as to obtain a good moral character from at least two respectable citizens, who are willing to become their sureties, in a bond with the applicants, for

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the repayment of the moneys so lent, with interest, according to the terms hereinafter prescribed; all which bonds are to be taken for Spanish milled dollars, or the value thereof in current gold coin; and the managers shall keep a bound book or books, wherein shall be entered the names of those who shall apply for and receive the benefits of this institution, and of their sureties, together with the sums lent, the dates, and other necessary and proper records respecting the business and concerns of this institution. And as these loans are intended to assist young married artificers in setting up their business, they are to be proportioned, by the discretion of the managers, so as not to exceed sixty pounds sterling to one person, nor to be less than fifteen pounds; and if the number of applicants so entitled should be so large as that the sum will not suffice to afford to each as much as might otherwise not be improper, the proportion to each shall be diminished so as to afford to everyone some assistance. These aids may therefore be small at first, but as the capital increases by the accumulated interest they will be more ample. And in order to serve as many as possible in their turn, as well as to make the repayment of the principal borrowed more easy, each borrower shall be obliged to pay, with the yearly interest, one-tenth part of the principal, which sums of principal and interest so paid in shall be again let out to fresh borrowers.

And as it is presumed that there will always be found in Boston virtuous and benevolent citizens, willing to bestow a part of their time in doing good to the rising generation by superintending and managing this institution gratis, it is hoped that no part of the money will at any time be dead or be diverted to other purposes, but be continually augmenting by the interest; in which there may, in time, be more than the occasions in Boston shall require, and then some may be spared to the neighboring or other towns in the said State of Massachusetts, who may desire to have it, such towns engaging to pay punctually the interest and the portions of the principal annually to the inhabitants of the town of Boston.

If this plan is executed, and succeeds as projected without interruption for one hundred years, the sum will then be one hundred and thirty-one thousand pounds, of which I would have the managers of the donation to the town of Boston then lay out, at their discretion, one hundred thousand pounds in public works, which may be judged of most general utility to the inhabitants, such as fortifications, bridges, aqueducts, public buildings, baths, pavements, or whatever may make living in the town more convenient to its people and render it more agreeable to strangers resorting thither for health or a temporary residence. The remaining thirty-one thousand pounds I would have continued to be let out on interest, in the manner above directed, for another hundred years, as I hope it will have been found that the institution has had a good effect on the conduct of youth and been of service to many worthy characters and useful citizens. At the end of this second term, if no unfortunate accident has prevented the operation, the sum will be four millions and sixty-one pounds sterling, of which I leave one million sixty-one thousand pounds to the disposition of the inhabitants of the town of Boston and three millions to the disposition of the government of the State, not presuming to carry my views farther.

Such was the plan outlined by Franklin for the benefit of the honest, skilled mechanics, a class which he had always loved, and for which he had always the most profound respect. Since this sum of money has become available there have been numberless ways suggested in which the money might be used to the advantage, not only of the "inhabitants" of the city collectively, but also of certain individuals whose desires and those of Franklin were not exactly in harmony. In fact, so strenuous were these persons in their efforts to obtain the handling of this immense amount of money that the Mayor of the city thought it proper to obtain the opinion of the Supreme Court as to its disposition. The full bench on November 25, 1903, handed down a decision to the effect that the will of Franklin contemplated a board of managers acting in a fiduciary capacity to have charge of and manage the fund and lay it out in public works; that the selectmen of the town of Boston, who, with three clergymen, were constituted by the codicil a board of managers, acted not as public officers but as appointees under the will, and that the board of aldermen do not, ex-officio, succeed to the duties of the selectmen in this regard; that the will being silent as to the appointment of successors

of the selectmen, the court will exercise its equitable functions and fill the vacancies, and that, without such appointment, no one is legally authorized to act in place of the selectmen. The final order of the court is that managers should be appointed by it from persons in Boston "virtuous and benevolent citizens, willing to bestow a part of their time in doing good to the rising generation by superintending and managing this institution gratis," of whom the Mayor is to be one to act with the ministers.

Under these circumstances, what disposition of the fund would best carry out the implied wishes of Franklin? Considering his love of labor, and his many efforts for the amelioration of the condition of the artisan as he knew him, would it not be carrying out his expressed will in a measure, if a portion of this sum were devoted to giving the workingman a building in which his interests would be looked after as Franklin would have wished, without sectarianism, and without dogmatic rules and regulations? Surely it would not require a great stretch of the terms of the will to thus supply a need that is felt more and more every day. As early as 1729, it was Franklin's idea that "the means for the true prosperity of America were in the traders, artificers, laborers, and manufacturers of the land; that the fundamental notion in economics was that labor was the measure and creator of wealth." In consideration of Franklin's views, gauged from the present environment, a "Palace for the People" would not seem to be an extravagant variation from the actual letter of his will.

Something of the kind has been attempted in England, and with considerable success. In the year 1841, Mr. J. T. Barber Beaumont left a legacy of about \$65,000, with the object of providing, to use his own terms, "Intellectual Improvement and Rational Recreation and Amusement for the People living at the East End of London." This small amount was allowed to accumulate in the hands of the trustees until 1884, when an additional sum was realized. In 1885, a public meeting was held at the Mansion House, under the presidency of the Prince of Wales, when a considerable sum was likewise realized from an appeal to the public. Dating from that meeting, strenuous efforts were made to raise the sum to \$375,000, and these were eventually crowned with success through the generosity of one individual, who contributed the balance wanted, namely, \$14,000. Her Majesty the Queen consented to become a patron and contributed \$1,000, at the same time permitting the large hall to be named the Queen's Hall. The Prince of Wales gave \$500, Lord Roseberry \$12,500 for a swimming bath, Mr. T. Dyer Edwardes \$15,000, the Duke of Westminster gave \$5,000, and promised a further sum of \$15,000 in three years, while the East London contribution amounted to \$17,500. The most important contribution, however, was that from the Drapers' Company. This body had been pioneers in the movement for technical education, and gave the truly magnificent

sum of \$100,000 for the establishment of technical schools in connection with the Institution to teach working men and women practical science.

The aims, as then announced, were to create an institution, in which, whether in science, art, or literature, any student might be able to follow up his education to the highest point by means of technical and trade schools, reading rooms, and libraries—in fact, that the Palace might become the University of East London. While affording such facilities for education, the trustees also desired to provide for those who wished simply social enjoyment, and to this end they proposed to establish a Winter garden, concert hall, recreation grounds, gymnasium, and swimming baths for both sexes, and rooms for indoor games, etc. The foundation stone of the Queen's Hall was laid by the Prince of Wales on June 28, 1886, and was opened by the Queen in person on May 14, 1887. The swimming bath was opened May 14, 1888, while the library was opened June 16, 1888. On October 5, the technical schools were opened, and in 1892 the Winter garden was thrown open to the public. Other departments were constructed in the years following, until the scheme had fully developed itself.

The area surrounding the People's Palace is probably the most densely populated part of the whole world, in which there are numerous and varying trades and industries, such as the clothing trades, chemical industries, furniture, building, engineering, and shipbuilding trades. Consequently, subjects bearing on a variety of trades have to be taught, of which engineering and chemistry are the most important.

The following resumé gives the work of the People's Palace :

Day Educational Work. The day school forms an important part of the educational work and may be divided into two parts, one for the benefit of those who can devote their day time to study and the other for those who are only able to continue their studies in the evening.

The course in the day school extends over a period of three years, and is intended for boys of 12 and 13 who have at least passed the sixth standard of the educational code. In the first year the subjects of instruction are English, French, German, and mathematics, together with physics, chemistry, geometry, either machine or building drawing, and manual instruction. All boys take this course in the first year, and, in the second year, some repeat it; others who have advanced more rapidly make a selection between the advanced mechanical, on the one hand, or the advanced physical and chemical course on the other. All boys in the third year take a special course in one or other of these subjects. Those who have taken the full three years' course in mechanics are in excellent position for entering the workshops or drawing offices of engineering firms. Many of the firms are willing to receive such boys into their workshops in the status of apprentices on the payment of a very small premium, or frequently of no premium at all. As a rule, the boys enter chemical works in the position of junior analysts. Boys employed in

both chemical and engineering works usually continue their studies at the evening classes. The total number in the day school is about 380, the great majority of these being the sons of parents of the artisan class.

At the commencement of the session of 1897-8 the governors instituted day courses in engineering and chemistry, with a view to enable the cleverest boys, who had been through the three years' course in the day school, and likewise other students, to continue their studies in engineering and chemical work for a further period of two or three years. The engineering course embraces mathematics, practical geometry, engineering drawing, applied mechanics, physics, experimental laboratory work, French or German, together with workshop instruction. The training, which includes the use of large testing machines and other advanced engineering work, is most suitable for those who desire to qualify for appointments in large engineering firms. The chemistry and physics course includes practical and theoretical work in both organic and inorganic chemistry together with mathematics, physics, and French or German. Day instruction has for many years been given in the School of Art.

Evening Educational Work. The evening work may be divided into the following sections: London University, mathematical, mechanical engineering, building construction, physics, electrical engineering, chemistry, art, trade, languages, and commercial and music sections.

London University Course. The course for the London University Bachelor of Science degree comprises three examinations.

1. A matriculation examination involving English, Latin, mathematics, and science.
2. An intermediate examination embracing pure and mixed mathematics, experimental physics, and chemistry.
3. A final examination in which the student must take three out of the following subjects: Pure mathematics, mixed mathematics, experimental physics, chemistry, botany, zoölogy, animal physiology, and geology. In most of these, honors may be taken.

Special evening classes are arranged at the People's Palace for the matriculation and intermediate examinations, while the students for the final are placed under the special charge of the professors at the head of the various departments. Students are also prepared for the honors in the final examination in several of the subjects.

Mathematics. The mathematical instruction covers the whole range of the South Kensington examinations from the first to the seventh stage. Mathematics are of the greatest importance to those engaged in the engineering and building trades, and, to a less degree, to those connected with chemical work. The instruction is of a very thorough description.

Physics. The professor of physics conducts evening classes for the London University examinations, and there are classes for preparation for the science and art department's examinations.

Electrical Engineering. The electrical engineering department has lately been placed in an efficient condition in regard to apparatus and machinery, a considerable sum having been spent by the governing body. There is a large attendance at the classes of those connected with the trade. In connection with this department there is a class in telegraphy which is especially intended for those employed in the post-office, who receive an extra increment from the government on obtaining the full technological certificate of the city and guilds of London Institute. This certificate likewise requires the student to obtain an elementary certificate in electricity and magnetism, in addition to passing the city and guilds examination.

The Chemistry School. The course includes inorganic and organic chemistry, both theoretical and practical. There are two good laboratories well supplied with apparatus. Each student in the practical classes is supplied with a set of apparatus, on which a small deposit is paid. This is returned at the end of his course, less a deduction for breakages. Otherwise there is no charge for the use of apparatus. Special attention is paid to the making of dyes and to the descriptions of the machinery and methods employed in chemical works.

The Art School. The school of art is open Mondays, Tuesdays, Thursdays, and Fridays in the evening from 7 to 9.30 P.M. On the lower floor are two rooms for model and free-hand drawing, a third room being devoted to modelling in class. In the middle of the upper floor is the long antique gallery, in which are numerous casts from the antique. At the East end of this gallery is situated the life room, and at the West the design room. Students are prepared for almost all the art examinations conducted by the science and art department, but they are also specially encouraged to work at designs suitable for silks and various manufactures. In the life class much attention is paid to developing character in the work of the student, and encouragement is given for those wishing to compete for various prizes for artistic work. Nude models are posed on each evening, when the school is open, for men; women having the opportunity for doing similar work in the day time. In connection with the art department there are wood carving classes. Pupils attending these are expected to also take other classes in connection with the school of art.

TRADE CLASSES. In connection with the trade classes, the governors of the People's Palace award certificates in certain subjects which are intended to guarantee proficiency on the part of the holder.

Plumbing. Plumbing classes, which are exclusively for those employed in the trade, meet on Monday and Wednesday evenings, when there are lectures and workshop practice. Many plumbers' apprentices in the East End of London have very poor facilities for learning the higher part of their work, and these classes are of much assistance to them. The workshop is a large one and is excellently fitted up.

Tailors' Cutting. The classes in tailors' cutting are likewise intended for those engaged in the trade, and, as a large proportion of the population of the East End is engaged in tailoring work, they are naturally popular. Pupils have every facility for working on the methods actually employed in practice. The making of women's garments, as well as of men's, is taught.

Bookbinding. The bookbinding class is instructed in all the operations in connection with the binding of a book on the most approved methods. The two instructors are both practical men engaged at their own trade. In addition to the practical classes in forwarding and finishing, lectures are given on the more technical side of the subject. The class is restricted to apprentices and workmen actually engaged in the trade.

Sign Writing. The sign writing and graining class, which meets on Thursday evening, is the only one of its kind in London. It is usually well attended during the winter months. Students have the opportunity of improving themselves in artistic letter writing, gilding and shading, while special attention is given to graining in imitation of woods and marbles. There is likewise a house decoration class.

Dressmaking and Millinery. Classes are held in dressmaking and in millinery and dresscutting, which are confined to women. The dressmaking is in three grades, — elementary, intermediate, and advanced, — and every care is taken that the styles and methods taught are of the newest. Those working in these classes may, under certain conditions, bring their own materials, in which case the garments constructed become their property on completion.

Languages and Commercial Classes. This group of classes is more specially useful to those who are earning their living as clerks, and who wish to improve their position as such. The French classes meet on three evenings, and embrace a thoroughly graduated course. Some of the classes are devoted to conversational instruction, and special attention is paid to students acquiring a good accent. The German classes meet on two evenings in the week, and are divided into elementary, intermediate, and advanced. Shorthand classes of two kinds are held; those in which Pitman's system is taught meet on Monday, Tuesday, Wednesday, and Thursday evenings, on the last of which a higher fee is charged for instruction. On Wednesday evening there is also a class in script shorthand. The bookkeeping class meets on Thursday evening, and is under the charge of an experienced teacher. The civil service classes are intended to prepare those engaged in the day time for the competitive examinations held by the civil-service commissioners, for various posts in connection with the post-office, telegraph, and other departments, and they are also suitable for those wishing to enter for the examinations conducted by the London County Council and the School Board for London, for various positions in their offices. In the case of the civil

service, the number of candidates has become so great, and the subjects are of such an elementary nature, that it has become almost impossible to be successful in the competition without the tuition of a teacher, who has devoted his attention specially to the style of examination. To be successful in any but the lowest grade of the civil service, it is most necessary that a pupil should have a good training at school previously. Boys or girls, who have had such a training, should be successful after attending these classes for a short period. There is a special class for girls.

Music Classes. The music section includes individual instruction on the piano, each lesson being for half an hour and the fee for twelve lessons being \$3.75 or \$5.25. There is class instruction in harmony, singing, both staff and old notation, and in violin playing. A large choral society meets, and oratorios, cantatas, and other choral works are performed. Members are expected to be able to read music fairly well at sight before they are admitted.

Gymnastics. The large gymnasium is open for men on Tuesdays and Fridays, and for women, on Mondays and Thursdays, and during the winter months the swimming bath is fitted up as an additional gymnasium for men to use on Monday and Thursday evenings when the main gymnasium is reserved for girls. There is likewise a class on Wednesday evening for teachers, and also another for working girls on the same evening.

Bow and Bromley Branch. At the Bow and Bromley Branch additional classes are held in mathematics, stages one and two, practical, plane, and solid geometry, building construction, French, bookkeeping, shorthand, dressmaking, cooking, elocution, solo singing, pianoforte, and the organ. There is likewise a group of classes, more or less connected with biology, in connection with which there is an excellent biological laboratory. The most important of these classes are in physiology and botany, while instruction is also given in physiography and hygiene.

Recreative and Social Work. The recreative and social work of the People's Palace is divided into two heads. One includes the entertainments and other amusements and recreations which are open to the general public and are organized for their benefit. The other consists of social work among the students, which is intended to assist the educational work, and to afford those who are desirous of improving themselves the necessary amusement and recreation.

The chief part of the social work for the benefit of the general public centres around the Queen's Hall. This building has a seating accommodation for about 2,500 persons. There is a fine organ, and the platform affords ample accommodation for a large choir. On Mondays, Thursdays, and Saturdays entertainments and concerts of various natures are given. Those on Saturdays are very largely attended, and the adjoining Winter garden is generally thrown open as a promenade.

The Handel Society has made it a practice to give one of their annual concerts in the Queen's Hall. The choirs connected with the People's Palace and its Bow and Bromley Branch, each of which numbers close upon 150 members, giving oratorios, cantatas, etc., in which the solos are taken by singers of the first rank. These have been very largely attended, and have been most popular.

The swimming bath is open to the general public from Easter to September, the charge for admission being about six cents, and under certain conditions reduced to four cents. On Tuesdays it is reserved for the use of women. During the summer months there is a very large attendance at the bath, as many as 1,000 persons being present on one day. It is much appreciated by those residing in the neighborhood, and is largely used by the boys attending the various board schools, who are in the habit of coming, under the superintendence of their masters, on payment of two cents each.

The library, which is likewise open to the general public, is much frequented, and has accommodation for a considerable number of readers.

The horticultural society is open to the public, and holds three or four flower shows at the People's Palace during the course of the year. These have been very successful in stimulating a local interest in the cultivation of plants. The gardens and open-air gymnasium afford a pleasant resort for those residing in the neighborhood, which are more especially appreciated by the younger generation. With a view to encouraging recreative work among the students attending the classes, the Drapers' Company purchased and laid out an athletic and recreative ground, and at the same time a students' union was formed. In connection with this union there are cricket, football, and lawn tennis sections. Dances are likewise organized by the committee, which has had upon several occasions the loan of the Queen's Hall from the governing body, and between three and four hundred students and friends have been present.

In addition to the clubs connected with the students' union, there are other societies for students, and among these may be mentioned the engineering, chemical, architectural, and literary and debating societies, the sketching club, electrical society, an old boys' club, and, although less connected with the People's Palace, the Beaumont Cycling Club, the Ramblers' Club, and the Swimming Club. There are also men's and women's social rooms and a students' library, where books of reference may be obtained. The societies meet for the reading and discussion of papers, and organize social evenings, and, with the permission of the governing body, social dances. The members of various classes and departments likewise meet on various occasions for social evenings.

The Salvation Army of Boston is now engaged in collecting money for the erection of a building which it terms a People's Palace, to cost ultimately about \$200,000. The intention is to erect a five-story build-

ing containing recreation halls, offices, and bedrooms with other helps for the homeless and others. The design must be considered, perhaps, more allied to charity and religion, but a brief description of the institution is included here. The basement will contain a large reading room and library, where the leading newspapers of the country may be found, and literature of a helpful and practical character. On the same floor, a room for games, etc. It is proposed, also, to have in the basement a coffee saloon with first-class appointments, where men may get the best of coffee and light lunch at the lowest possible prices. Connected therewith will be a conversational room, a writing room, also tub and shower baths, and a sub-basement where the boiler, engine, etc., will be located. In the summer it is proposed to use a portion of the building for a swimming tank, the size of which will be 22 by 75 feet. In other words, the floor covering the reading room, library, and game room would be taken up and beneath would be a tank ready for the water to be turned on for the use of the many who would delight in its privileges.

On the first floor it is proposed to have a public hall capable of seating 1,000 persons. A store would be on each side of the entrance, one for the sale of cheap furniture and clothing, and the other for a free labor exchange. On the second floor will be the executive offices for the Army's work in New England, a free dispensary, and the department for the relief of the poor. The three floors above would be devoted to hotel purposes, built largely on the "Mills Hotel" plan, giving to the men a clean, comfortable room for the sum of 25 cents.

Col. W. Evans, of the Army, says: "We hope to make this institution one which will appeal very strongly to the laboring men. It is a well-known fact that the Y. M. C. A. and kindred organizations hardly touch the laboring classes of our city, and seeing that the Salvation Army is so well in touch with them at the present time, it has been thought possible that we might be the ones to most successfully manage an institution of this kind. It is intended first of all to surround those who come within our sphere of influence with every opportunity for social intercourse offered at the present time by the saloon and pool rooms. It has been observed in many years past that a very large number of those coming to us for assistance, and who at present take advantage of our Shelters, are men who have not had the opportunity of securing an industrial education, and consequently their earning capacity is limited. Their ordinary expenses of living absorb all of their earnings, and they are not able to lay by, perhaps even a fraction, for sickness and old age, and when either of these overtake them they become public charges. The wage earners of this description, we anticipate, will receive the greatest benefits from our proposed People's Palace. The prices for the single rooms, which will be arranged on the upper floors, will be very low, and the highest sanitary conditions will be sought after in the construction and care of the same. This ought to

mean a maximum of physical comfort with a minimum of expense, with the saving to the wage earner from the degrading influences of the saloon and kindred places. Believing also that their moral and spiritual welfare will demand earnest consideration, we have planned for a public hall on the street floor in which will be held bright, interesting religious meetings nightly."

QUARTERLY RECORD OF STRIKES.

During the fourth quarter of 1903, there were 32 strikes and lock-outs in Massachusetts, by months as follows: October, eight; November, 14; December, 10. Of this number, there were six lockouts, a larger number in comparison to the total than the Bureau has reported in two years. The disputes were fewer in number than for the corresponding quarter in 1902, and numbered 16 less than those occurring during the preceding quarter. While some of the strikes were of minor importance, there were many individual strikes and lockouts which lasted a long time and involved a large number.

Causes and results of the controversies are presented in the following table:

CAUSES.	RESULTS					Total Disputes
	Succeeded	Com- promised	Failed	Pending	Not Stated	
Wages,	2	1	5	2	1	11
Open shop,	-	-	3	2	-	5
Union controversy,	1	-	1	1	1	4
Employment of non-union men,	2	-	-	-	1	3
Hours,	-	1	2	-	-	3
Hours and wages,	1	-	-	-	-	1
Other causes,	-	-	4	1	-	5
TOTALS,	6	2	15	6	3	32

It will be seen that out of the total number of disputes, 15, or 46.88 per cent, ended disastrously for the workingmen, while eight, or 25 per cent, succeeded or were compromised.

The following statement gives the cities and towns wherein the strikes took place, and the number occurring in each: Boston, 11; Worcester, four; Fall River and Haverhill, two each; and the following one each: Cambridge, Chelsea, Chicopee, Clinton, Lowell, Newburyport, North Attleborough, Northborough, Pittsfield, Quincy, Southbridge, Taunton, and Whitman.

The amount of time lost was heavier than has been reported for some time, as may be seen from the following: Four strikes lasted less than one week and involved 40 employés; 10 lasted one week but less

than two and involved 620 employés; one dispute lasted three weeks, involving 15 employés; one strike lasted two months, involving 350 employés; one strike lasted 13 weeks, involving 350 employés. In three strikes where 82 employés were involved places were filled as soon as possible. Seven strikes were pending at the close of the period, in five of which 2,188 employés were involved. In 25 disputes for which returns were made, we find the total number involved to be 3,742. Consideration of the strikes for which both duration and employés were given shows that 1,375 strikers lost 50,689 working-days. We append brief accounts of some of the most important disputes.

On October 5, the American Type Founders Co. in Boston locked out 35 employés, whereupon the others struck. It was a question of open shop, the men being asked to sign individual agreement giving them steady employment and binding them not to engage in strike or to interfere with the business of the company, but the employers would not unionize their establishments. This was part of the general strike or lockout covering the plants of the company at Chicago, St. Louis, Cincinnati, San Francisco, New York, and Philadelphia; 350 type founders were involved. On January 2, about 13 weeks from the inauguration of the trouble, the strike was declared off by the International Council, men being ordered to return to work on the best terms they could get. Type Founders Union No. 2 involved.

On October 24, about 100 messenger boys employed by the Western Union Telegraph Co. at Boston were locked out to prevent strike on account of suspension of union president; company hired girls to fill places; new boys have also been hired. Strike has not yet been declared off by Telegraph Messenger Boys Union.

General strike of upholsterers in Boston on November 9 involved 350 men who went out to enforce demand for 44-hour week. Employers offered 48 hours, which proposition was refused. They then formed an association and voted to make 50 hours the working week. On January 9, strike was declared off, men returning to work on same terms as existed when they left. In individual cases, the pay was raised from \$18 to \$20 weekly. Upholsterers Union No. 53 involved.

General strike of electrical workers of Boston took place on November 12, involving 200 men who left work because firms refused to sign agreement giving increase in wages. One week later, demands were granted.

On November 9, two optical manufacturing establishments and two cutlery firms at Southbridge locked out their operatives (numbering about 1,900) because the men were organizing. The firms asked that men sign agreement stating that they were not members of a union and would not become members without giving the company a week's notice in writing. The men generally signed although the matter has not been entirely settled up to date.

PUBLICATIONS OF THE

BUREAU OF STATISTICS OF LABOR,

Now in print, and which will be mailed on receipt of amounts stated, the figures in parentheses indicating the cost of postage.

Statistics of Labor.

[Labor Chronology, which forms a Part of the Bureau Report each year, contains information relating to Hours of Labor, Wages, Trades Unions, and Labor Legislation. Subsequent to 1897, all available data relating to the Condition of Workmen have also been included in the Chronology.]

1893. I. Unemployment; II. Labor Chronology (4 c.); cloth (13 c.).

1894. I. Compensation in Certain Occupations of Graduates of Colleges for Women (4 c.); II. Distribution of Wealth (9 c.); III. Labor Chronology (4 c.); cloth (13 c.).

1895. I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity (O. P.); II. Graded Weekly Wages, 1810-1891 (10 c.); III. Labor Chronology (4 c.); cloth (24 c.).

1896. I. Social and Industrial Changes in the County of Barnstable (6 c.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1897. I. Comparative Wages and Prices, 1860-1897 (4 c.); II. Graded Weekly Wages, 1810-1891 (9 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1898. I. Sunday Labor (5 c.); II. Graded Weekly Wages, 1810-1891 (12 c.); III. Labor Chronology (7 c.); cloth (21 c.).

1899. I. Changes in Conducting Retail Trade in Boston, since 1874 (4 c.); II. Labor Chronology (7 c.); cloth (11 c.).

1900. I. Population of Massachusetts, 1900 (O. P.); II. Co-operative Industrial Insurance (8 c.); III. Graded Prices, 1816-1891 (14 c.); cloth (26 c.).

1901. I. Labor Chronology, 1900 (4 c.); II. Labor Chronology, 1901 (4 c.); III. Prices and Cost of Living, 1872-1902 (4 c.); IV. Labor Laws (4 c.); cloth (13 c.).

1902. I. Annual Report to the Legislature (O. P.); II. Labor Chronology, 1902 (O. P.); III. Mercantile Wages and Salaries (4 c.); IV. Sex in Industry (5 c.); cloth (12 c.).

1903. I. Race in Industry (5 c.).

Statistics of Manufactures.

[Each of these annual reports presents comparisons, for identical establishments, between two or more years as to Capital Invested, Goods Made, Persons Employed, Wages Paid, etc. The Industrial Chronology, which forms a Part of each Report, includes Industrial Chronology by Towns and Industries, Industrial Dividends, Stock Price Quotations, etc. Beginning with the year 1899, the Parts of the Annual Statistics of Manufactures are published separately.]

1892. I. Manufactures; II. Chronology. Cloth (17 c.).

1893. I. Manufactures; II. Chronology. Cloth (16 c.).

1894. I. Manufactures; II. Chronology. Cloth (12 c.).

1895. I. Manufactures; II. Chronology. Cloth (13 c.).

1896. I. Manufactures; II. Chronology. Cloth (11 c.).

1897. I. Manufactures; II. Chronology. Cloth (11 c.).

1898. I. Manufactures; II. Textile Industries; III. Chronology. Cloth (13 c.).

1899. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1900. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1901. I. Industrial Chronology (O. P.); II. Statistics of Manufactures (3 c.); III. Manufactures: Comparisons, 1895-1900 (3 c.); cloth (10 c.).

1902. I. Industrial Chronology, 1902 (O. P.); II. Statistics of Manufactures (3 c.); cloth (10 c.).

Census of 1895.

[The Decennial Census of 1895 comprises seven volumes.]

- Vol. I. Out of print.
- Vol. II. Population and Social Statistics, cloth (31 c.).
- Vol. III. Population and Social Statistics, cloth (24 c.).
- Vol. IV. Population and Social Statistics, cloth (43 c.).
- Vol. V. Manufactures, cloth (26 c.).
- Vol. VI. The Fisheries, Commerce, and Agriculture, cloth (33 c.).
- Vol. VII. Social Statistics and General Summaries, cloth (16 c.).

Special Reports.

A Manual of Distributive Co-operation—1885 (5 c.).

Report of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in the United States—1902 (5 c.) ; 1903 (5 c.).

Labor Bulletins.

No. 10, APRIL, 1899. Labor Legislation of 1898—Trade Unionism in Massachusetts prior to 1880—Contracts with Workmen upon Public Work—Foreign Labor Disturbances in 1897—Quarterly Review of Employment and Earnings: Ending April, 1899—Editorial, (4 c.).

No. 11, JULY, 1899. Certain Tenement Conditions in Boston—Quarterly Review of Employment and Earnings: Ending July, 1899 (4 c.).

No. 14, MAY, 1900. Free Public Employment Offices—Employment and Unemployment in the Boot and Shoe and Paper Industries—Legislation affecting Hours of Labor—Quarterly Review of Employment and Earnings: Ending April 30, 1900—Statistical Abstracts (3c.).

No. 15, AUGUST, 1900. Household Expenses—Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton—List of Subjects pertaining to Labor considered in the Latest Reports of American Statistical Bureaus—Massachusetts Labor Legislation in 1900—Quarterly Review of Employment and Earnings: Ending July 30, 1900 (3 c.).

No. 17, FEBRUARY, 1901. Occupations of Residents of Boston: By Districts—Unemployment in Boston Building Trades—Conjugal Condition of Women employed in Restaurants—Comparative Earnings in Five Leading Industries—Resident Pupils in Public and Private Schools in Boston—Statistical Abstracts (3 c.).

No. 21, FEBRUARY, 1902. Physically Defective Population in Massachusetts in Relation to Industry—Distribution of the Industrial Population of Massachusetts—Compulsory Arbitration in New South Wales—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 22, MAY, 1902. Rates of Wages in City Employment—Progress of Co-operation in Great Britain—Review of Employment and Earnings: Six months ending April 30, 1902—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 25, FEBRUARY, 1903. Chinese in Massachusetts—Unemployed for a Year—Retired with a Competency—Dependents upon Public or Private Charity—Quarterly Record of Strikes—Strikes and Lockouts in Massachusetts for 20 years—Statistical Abstracts (3 c.).

No. 26, MAY, 1903. Trade and Technical Education in Massachusetts—Laws relating to Child Labor—Review of Employment and Earnings: Six months ending April 30, 1903—Quarterly Record of Strikes—Recent Legal Labor Decisions—Statistical Abstracts (4 c.).

No. 27, AUGUST, 1903. Aliens in Industry—Immigration Act of the United States—Labor Day—Labor Legislation in 1903—Quarterly Record of Strikes—Statistical Abstracts (4 c.).

No. 28, NOVEMBER, 1903. Aliens and Citizenship—Industrial Studies—Industrial Agreements—Proportional Earnings and Production—Review of Employment and Earnings—Quarterly Record of Strikes—Labor Legislation in Other States and Foreign Countries—Recent Legal Labor Decisions—Statistical Abstracts—Index to Bulletins Nos. 1 to 28 (5 c.).

Labor and Industrial Chronology.

[Since 1899 those parts of the reports on the Statistics of Labor and Statistics of Manufactures relating to these subjects have been bound together in response to a demand for same. The following cloth bound copies are in print and will be mailed upon receipt of amount noted for postage.]

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1902—6 cents.

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LABOR BULLETIN

OF THE COMMONWEALTH OF

MASSACHUSETTS.

No. 30.

MARCH, 1904.



CONTAINING:

NATIONAL TRADES ASSOCIATIONS.

MASSACHUSETTS-BORN LIVING IN

OTHER STATES.

INDUSTRIAL BETTERMENTS.

RELIGIOUS CANVASS OF BOSTON.

CURRENT COMMENT.

PRICES OF FOOD IN CANADA AND
MASSACHUSETTS.

INDUSTRIAL AGREEMENTS.

LABOR LEGISLATION.

RECENT LEGAL LABOR DECISIONS.

STATISTICAL ABSTRACTS.

STRIKES AND LOCKOUTS.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

FRANK H. DROWN, *First Clerk.*

WM. G. GRUNDY, *Second Clerk.*



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MASSACHUSETTS LABOR BULLETIN.

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1904.

NATIONAL TRADES ASSOCIATIONS.

The tendency of contemporaneous practice in the direction of concentration of action through organization, in the adjustment of differences between employer and employee, is exemplified in the numerous comparatively recent movements among establishments in various lines of manufacture, looking to the formation of associations having the power to act in the interest of individual members, with the assurance of the support of all of their constituents.

The underlying sentiment which actuates the members of these organizations is that the union movement among the working classes needs to be met by "powerful, well-disciplined, and broad-minded organizations of employers." *

The literature of most of these organizations is temperate and conservative in discussing the labor situation of to-day; the right of workmen to organize, and even the desirability of such action, is admitted.

They recognize the evolution of the workman from the position where he labored alongside his employer and could at any time express his dissatisfaction with the order of things, if any were felt, to his position of to-day, when, in the service of corporations and great combinations of production, his chances for obtaining a hearing and securing redress for his grievances are becoming more and more uncertain. †

The workingman's efforts to better his condition by emulating his employer in combining with his fellows for mutual benefit and protection are not condemned. From the employers' side, however, it is claimed that the immediate result of this combination has taught the workman the force of organized action, and that the acquisition of power by a class hitherto totally unused to it, combined in some cases with misguided leadership, ‡ may have led to many excesses and abuses, which could only be averted by the organizing of employers.

* The National Metal Trades Association: What It Is, p. 19.

† The Employment Bureau. J. C. Hobart, p. 4.

‡ Ibid., p. 4.

The transition of labor movements from local organization to national combination has been paralleled by the experience of these trades associations; and no greater tribute to the successful organization of the working classes can be paid than by the admission, in an address by one of the best thinkers among employers of labor (Mr. J. C. Hobart, of the Triumph Electric Company, Cincinnati, Ohio), that organized labor is "probably the most perfect organization known." He urges that employers "are poorly equipped at the outset if their organization is inferior to that of the labor element," and he insists that the former "must form strong locals in each trade, unite into national organizations, and affiliate those nationals into the American Federation of Employers," * precisely along the lines blazed by the labor organizations.

Mr. Frederick P. Bagley, in an address before the National Conference on Industrial Conciliation, under the auspices of the National Civic Federation, at Chicago, December 17 and 18, 1900, said: "The rapacity and cupidity of employers have forced labor to organize to protect the individual. The extreme action of organized labor has made necessary organization of employers . . . in order that the rights of the individual manufacturer may be preserved;" † and he claims that as a result of these movements "there is a mutual regard for each other's rights, born of a respect for the power that each knows lies latent in the other's organization." ‡ This is confirmed in the case of one of the first manufacturers' national associations formed, the organization of the men and the organization of employers having modified each other and prevented extremes on either side. The same speaker said that: "Each requires the other to maintain an equilibrium. No one class can be trusted to represent the interests and lawful rights of another . . . because it could not comprehend its wants, desires, and aspirations."

Mr. Bagley also said that: "In industrial adjustments the necessity for organizations of employers is already felt by labor leaders as well as by advanced employers themselves;" and his prediction that "the next great change in the evolution in the relationship of labor to capital will be the organization of employers, not for aggression, but to modify and co-operate with organizations of labor," seems to be in the way of fulfillment, when compared with the official declarations of many of the recently organized manufacturing interests that the object of such associations is "to secure and preserve equitable conditions in the workshops of our members whereby the interests of *both employer and employee* shall be properly protected."

These organizations of employers have grown in number and membership very rapidly during the past two years, and are variously known as Trades' Associations, Citizens' Alliances, Employers' Councils, and Employers' Associations; but whatever they may be called, they simply represent the organization of employers to meet the demands of the labor

* Ibid., p. 14. † Organization of Employers. Frederick P. Bagley, p. 14. ‡ Ibid., p. 15.

element, as indicated in the foregoing explanations of the aims and nature of these associations.

The first organization of this nature was the Stove Founders' National Defense Association, originated in 1886, with a membership of perhaps 40 out of a possible 225 stove manufacturers, and which has successfully maintained industrial peace through arbitration since its formation. The arbitration committee consists of three employers and three workmen. The membership of this association has increased since its formation, and the defense fund is now so large that the admission of establishments to membership is at a very high cost to themselves, as they are required to pay into the defense or reserve fund in proportion to the amount previously paid in.

The organization of the National Founders' Association in New York January 26, 1898, followed, and this body is strongly active at the present time. The headquarters were subsequently removed to Detroit, Michigan, where they are located at the present time. The membership embraces 495 establishments, and, in addition, 42 branches located away from the main offices. The word "member," as used herein, covers the membership of a firm or corporation composed of one or more persons.

For purposes of administration, the territory covered by this Association is divided into eight districts, each of which has a District Committee, which elects its own chairman and vice-chairman; and these officers from all the districts, together with the president, vice-president, and treasurer of the Association, constitute the Administration Council.

The districts are as follows :

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| 1. The New England States. | 6. Wisconsin, Minnesota, Iowa, North Dakota, |
| 2. New York and New Jersey. | South Dakota, Nebraska, Montana, Wyoming, |
| 3. Pennsylvania, Delaware, Maryland, and District of Columbia. | Idaho, Washington, and Oregon. |
| 4. Michigan, Ohio, Kentucky, and Tennessee. | 7. Provinces of Ontario and Quebec in the Dominion of Canada. |
| 5. Indiana, Illinois, Missouri, Kansas, Colorado, New Mexico, Utah, Arizona, Nevada, and California. | 8. Virginia, West Virginia, North and South Carolina, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas. |

On August 21, 1899, the National Metal Trades Association was formed, with headquarters in New York. Later they removed to Cincinnati and opened for business June 9, 1902. An extended notice of this organization is given, because it probably exhibits more generally the latest phases of the new movement among employers than any other association formed for similar purposes. The two organizations previously mentioned served as a guide for the formation of this one, in fact, it was projected by manufacturers who were members of the National Founders' Association, and who wished to extend the influence and methods of the latter to additional departments of their business where were employed artisans other than foundrymen.

The membership of the National Metal Trades Association embraces at the present time over 320 corporations and firms, employing any of the following classes of mechanics: Machinists, blacksmiths, boiler-makers, pattern makers and other metal working craftsmen, not including molders, who are under the jurisdiction of the National Founders' Association.

Local organizations of similar interest in the metal manufacturing world have been formed from time to time, principally under the stimulus of the machinists' strike, beginning May 20, 1901. These locals gradually gained in strength by confederation with new concerns. After the institution of the national organization, the larger establishments generally affiliated with it, while the smaller ones usually joined the local group. At present, however, the tendency to the direct joining of the national organization is becoming more and more pronounced among these smaller unions. Sixteen new members of the national body have joined from Massachusetts since the middle of September, 1903, and the State is represented in the administrative council by Mr. M. H. Barker, of the American Tool and Machine Company of Hyde Park.

The National Metal Trades Association is the wealthiest organization and its defense fund the largest in the world. The membership of the national organization is augmenting rapidly, the records of the annual meeting held April 1, 1903, showing an increase in membership of 52 per cent during the preceding fiscal year, while the subsequent gain to September 1 was 48 per cent. The association is officered by a president, first and second vice-presidents, secretary, treasurer, commissioner, and deputy commissioner, and has in addition a board of councillors, consisting of eight active members and one honorary member, the latter, from his early connection with movements along these lines, being called the father of trades associations.*

The commissioner, under the authority of the councillors, has charge of the business affairs of the Association, and solicitors or traveling agents are employed, whose business it is to explain the system of the Association, encourage the establishment of local employers' unions, and distribute the literature of the Association.

The Association, among its other publications, issues once a month a bulletin containing strike reports and papers bearing upon the labor situation. In the pamphlet containing its constitution and by-laws is a declaration of the principles of the Association, which are as follows:

We, the Members of the National Metal Trades Association, declare the following to be our principles, which shall govern us in our relations with our employees:

1. Since we, as employers, are responsible for the work turned out by our workmen, we must, therefore, have full discretion to designate the men we consider competent to perform the work and to determine the conditions under which that work shall be prosecuted, the question of the competency of the men being determined solely by us. While disavowing any intention to interfere with the proper functions of labor organizations, we will not admit of any interference with the management of our business.

2. Disapproving absolutely of strikes and lockouts, the members of this Association will not arbitrate any question with men on strike. Neither will this Association countenance a lockout on any arbitrable question unless arbitration has failed.

3. Employment. — No discrimination will be made against any man because of his membership in any society or organization. Every workman who elects to work in a shop will be required to work peaceably and harmoniously with all his fellow-employees.

4. Apprentices, Helpers, and Handymen. — The number of apprentices, helpers, and handymen to be employed will be determined solely by the employer.

5. Methods and Wages. — Employers shall be free to employ their work-people at wages mutually satisfactory. We will not permit employees to place any restriction on the management, methods, or production of our shops, and will require a fair day's work for a fair day's pay.

Employees will be paid by the hourly rate, by premium system, piece work, or contract, as the employers may elect.

6. It is the privilege of the employee to leave our employ whenever he sees fit and it is the privilege of the employer to discharge any workman when he sees fit.

7. The above principles being absolutely essential to the successful conduct of our business, they are not subject to arbitration.

In case of disagreement concerning matters not covered by the foregoing declaration, we advise our members to meet their employees, either individually or collectively, and endeavor to adjust the difficulty on a fair and equitable basis. In case of inability to reach a satisfactory adjustment, we advise that they submit the question to arbitration by a board composed of six persons, three to be chosen by the employer and three to be chosen by the employee or employees. In order to receive the benefits of arbitration, the employee or employees must continue in the service and under the orders of the employer pending a decision.

In case any member refuse to comply with this recommendation he shall be denied the support of this Association unless it shall approve the action of said member.

8. Hours and Wages. — Hours and wages, being governed by local conditions, shall be arranged by local Associations in each district.

In the operation of piece work, premium plan, or contract system now in force or to be extended or established in the future, this Association will not countenance any conditions of wages which are not just, or which will not allow a workman of average efficiency to earn at least a fair wage.

The November (1903) number of the Association's Bulletin contains upon the inside of the back cover a full statement of the position of the Association upon the labor question, as follows :

1. We recognize that the interests of both employer and employee should be properly protected, and that these interests must at all times rest on the fact that employer and employee are equally interested in the results of the work in which they are engaged.

2. We recognize that any restriction of the enterprise of the employer or the energy of the employees, resulting in the depreciation of the quality or quantity of product, is detrimental to the mutual interests of both.

3. We recognize the justice of the recommendation made by the Coal Strike Commission appointed by President Roosevelt, "That no person shall be refused employment, or in any way discriminated against, on account of membership or non-membership in any labor organization; and that there shall be no discrimination against, or interference with, any employee who is not a member of any labor organization by members of such organization."

4. We recognize that there should be no restriction to the opportunities that may be offered to deserving boys to acquire a trade, and that employers and employees should join in their efforts to instruct such apprentices, provided they be employed under written contracts for a specific time of service.

5. We recognize that sympathetic strikes, lockouts, and boycotts are relics of barbarism, because they result in no permanent benefit to either side of the contest, and inflict unjust and unfair injury on the public, who depend on our joint efforts for their comfort and welfare.

6. We recognize that as the realization of mutual benefits, represented in profits and earnings from our joint labors, depends largely on the employer finding a suitable market for the product, he can best determine the methods of work, the selection of employees, and the character of work to be performed by each.

Recognizing these national principles, we agree that, should any other cause of difference arise between us and our workmen, which can not be settled by conference with each other, such matter shall be submitted to a Board of Arbitration composed of an equal number of such representatives as each may select, whose decision shall be binding on both, and pending said arbitration there shall be no strike or lockout.

For convenience of organization, the Association has divided the territory embraced within the limits of the United States and Canada as follows :

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| <ol style="list-style-type: none"> 1. Maine, New Hampshire, Rhode Island, and Massachusetts east of Worcester County. 2. Vermont, Western Massachusetts, and Connecticut. 3. New York City and New Jersey north of and including Trenton. 4. New York State, exclusive of Greater New York. 5. Eastern Pennsylvania, Southern New Jersey, Maryland, and Delaware. 6. Erie, Pennsylvania, Western Pennsylvania, and West Virginia. 7. Cincinnati and suburbs (25 miles radius). | <ol style="list-style-type: none"> 8. Southern Ohio. 9. Northern Ohio. 10. Michigan. 11. State of Indiana. 12. Chicago and suburbs (25 miles radius). 13. Illinois (exclusive of Chicago), Missouri, and Iowa. 14. Wisconsin. 15. Minnesota. 16. All Southern States. 17. Canada. |
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The National Metal Trades Association covers territory as far west as the Missouri River ; but there is a Metal Trades Association on the Pacific Coast not affiliated, embracing practically all machinery manufacturers on that coast.

Among the earliest locals formed was the Cincinnati Metal Trades Association. This Association has continually developed new fields of work, one of the leading features being the establishment, about two years ago, of a free employment bureau for the purpose of recording names and qualifications of workmen connected with the branches of industry represented by the association, furnishing them with situations when practicable, and supplying applications for help of manufacturers belonging to the association. It has been operated very successfully since its inception.

The idea has been taken up in other localities, among them Worcester, Massachusetts, where about nine months ago a Metal Trades Association was formed, with Mr. Charles E. Hildreth as secretary, and a labor bureau established, which was opened for business June 28, 1903. Mr. Herman S. Hastings is the secretary of the bureau, with an office at 44 Front Street.

At the beginning of the year 1903, a body of manufacturers, known as The Boston Metal Trades Association, was organized in Boston, and on January 28 a constitution was adopted. Mr. E. P. Robinson, of 70 Border Street, East Boston, was elected secretary.

Article 2, section 1, of the constitution gives as the objects of this Association (1) to secure a social relation between its members ; (2) the discussion and consideration of, and co-operation on, any questions affecting their interests. Article 3, section 1, provides that the members of this Association shall be persons, firms, or corporations engaged as principals, owning or controlling plants in which are employed pattern makers, machinists, boilermakers, iron shipbuilders, blacksmiths, and members of kindred trades (other than molders) handling iron, steel, brass, or other metals.

The constitution provides for the usual officers and for carrying out the affairs of the Association.

At present there are 65 firms embraced in the membership of The Boston Metal Trades Association, including two foundry establishments located in Connecticut, and one or two in Rhode Island. The completion of the organization of the metal trades in the latter State, however, will probably absorb the industries situated there. The Boston organization embraces subscribers in New England only. It acts in some matters in conjunction with the National Metal Trades Association, but otherwise is not identified with the latter. It is emphasized by subscribers to this organization that it is not a movement in opposition to trades unions, but that it aims to establish "the principle of fair dealing between employers and employees, and to protect both in their individual rights as guaranteed by the laws of the land."

A free Labor Bureau has been established under the patronage of the Boston Association, which acts upon the fundamental principle of the organization as established throughout the country, that "the labor bureaus shall be conducted in a broad and impartial manner, and shall be neutral ground where the workmen may express their complaints and present any difficulties in which they have been involved with employer or other employees, and the employers shall recognize the right of the labor bureau to investigate the complaint;" also that "it is the aim of the labor bureau to assist in providing employers with satisfactory workmen, and the workmen with satisfactory employment."

The Bureau is managed by a committee appointed by the Association for that purpose, and the details are supervised by a paid secretary who carries on the work under their direction. The secretary is Mr. Frank A. Wilson, who has an office at 34 Merchants Row, Boston, where all the business is transacted.

In establishing this Bureau it is provided that the secretary in charge shall be located in a "central office separate from the plant of any member." The management of the Bureau provides that the secretary shall keep a record of workmen employed and unemployed; shall secure, when possible, workmen for members requiring same; shall secure employment, when possible, for workmen applying for positions; shall act as a disinterested intermediary between employer and employee, and endeavor to correct abuses wherever found; that he shall work in harmony with the commissioner of the National Metal Trades Association, and with the chairman of the district of the National Metal Trades Association in which the office is located. He shall assist workmen desiring to move to another part of the country to find employment, and he shall assist dissatisfied workmen to secure satisfactory employment. He shall keep a full record of workmen regarding their character, performance, and ability, but shall not attempt to prevent any workman from securing

employment. It is the duty of the secretary also to furnish, at the request of secretaries of other bureaus, information from the office records. The articles of organization of the Bureau provide that members shall make a statement, to the secretary, of every workman in their employ in the trades included by the association to which they belong, covering name and other desirable information obtainable. It is also provided that members shall make reports to the secretary covering the following: 1. Name, address, and other desirable information of workmen entering employment. 2. Name, address, and other desirable information of workmen leaving employment, and rate of wages paid. These reports are to be sent to the secretary on the day men enter or leave employment, if possible; and if not, they are to be sent on the next business day. 3. Help wanted, with information to enable the secretary to select suitable applicants from his list of unemployed. There shall be no agreement to exclude any workman from employment. The Association may extend the services of the Bureau to members of other associations of employers. The maintenance of this Bureau is provided for by dues fixed in proportion to the number of operatives employed in an establishment, or in proportion to the payrolls of the same, the amount to be determined by the committee; and all subscribers to the Bureau covenant and agree to abide by its rules and regulations as now printed, and to such other rules as may from time to time be made.

The Bureau contemplates issuing a weekly bulletin of the registered unemployed, giving details regarding trades, including a list of situations open and workmen desiring situations; this bulletin will be sent to all subscribers, and will mention exceptional qualifications in particularly efficient men, but will not give names.

In operating the Bureau, blanks are sent to all subscribers, upon which are entered the name, residence, approximate age, nationality, trade specialty, and approximate years of experience of all their employees.

One set of cards, of the card system adopted, gives all the information received from the blanks and in addition furnishes the same information regarding workmen who may apply at the Bureau for registration, and whose records have been investigated. The cards also contain information as to whether the applicant is married or single; the number of years served in apprenticeship, and with whom; the date of certificate of apprenticeship; and, in the case of a regular workman, the total experience at his trade in years. On the back of the card is the name of the firm by whom the workman was last employed; when he was hired and left the concern; the cause therefor; and rate of pay.

The Bureau has not taken up the subject of apprenticeship as yet, but will keep full records later on. The record of rates received by workmen from former employers is not taken for the information of persons who may desire the workman's services, and it is not disclosed.

The Bureau fills out cards with the names, addresses, trade and specialty, age of workmen, date of beginning work, and name of employer, while on the reverse side is the name of the employing firm, the date when the workman left work, and a condensed statement as to whether he was discharged, quit, or was laid off, and the reason therefor. These cards are filed in the office of the secretary, under the head of "Shop in which workman is employed," in order that knowledge may be had of the number of employees in each establishment at any time. This list is revised every three months by a personal visit to the different establishments, made by the secretary.

It frequently happens that unemployed men go to the Bureau office to register for employment, in which case a card is made out for each, giving trade and specialty in work done by the mechanic, name, address, years of experience, where last employed, how long employed, date of leaving, reasons therefor, age, conjugal condition, nationality, and date of application. These blanks are numbered consecutively, so that the secretary can tell at a glance the number of applications for work that he has had. The application cards are filed alphabetically and classified by trades; all other cards of this description are filed by name of employment.

Establishments desiring help apply to the secretary, naming the kind of work required, whereupon the secretary fills out a dated card addressed to the employer, giving the name of a supposed suitable person to fill the position required, which is taken by the workman to the establishment. Should he receive employment, the reverse side of the card is filled with date, name, and address, and a statement that the man has been employed, designating also trade and specialty, and giving name and address of employer.

Many instances occur where workmen in search of employment make personal application at the shops, not knowing of the Bureau, and in case they shall be employed, the establishments furnishing them situations fill out cards, giving the name, age, and address of each person receiving employment, stating whether he is married or not, his nationality, trade and specialty, and where he worked last. Each establishment signs and dates this, and mails the card to the secretary of the Bureau, who records the facts in the office.

In the case of workmen who are already registered by the Bureau and who leave the employment of an establishment, a card is made out for each man, giving name and address, and a statement as to whether he was discharged, quit, or laid off, the cause, and the rate of wages paid. The firm's name is signed to this card; it is dated, and sent to the secretary. When this information is received by the latter, the card bearing the man's name as "Employed" is transferred to the "Unemployed."

Should a workman whose services are not needed apply to an establishment for work, the proprietors of the establishment will give him a

card informing him that applicants for employment are registered free at the Boston Labor Bureau, by presenting which the workman may be registered there.

The office methods of the Boston Labor Bureau follow closely those of similar free labor bureaus in other sections of the country, and include the best features of all.

There has also been formed in Springfield another association, known as the Connecticut Valley Metal Trades Association, which will shortly establish a labor bureau similar to those described as existing in other cities cited. The secretary of this organization is Mr. David Hunt, Jr., treasurer of the Bausch Machine Company, who is one of the active promoters.

Tentative measures in the same direction are noted in Providence, Rhode Island. An association has already been formed in Bridgeport, Connecticut; and the movement is manifesting itself in Maine also.

One of the latest organizations formed in the interest of the employer is the American Anti-Boycott Association, which was permanently instituted in June, 1903, by 100 manufacturers and employers of labor located in the United States, for the purpose of resisting boycotts, by proper and legal means, of members and non-union workmen as stated in their prospectus. The management is vested in a general executive committee composed of representatives chosen by various industrial committees, who elect from their own numbers the following officers: A chairman, three vice-chairmen, and a treasurer. A peculiarity of this organization is that its membership is not made public, but on the first of December of each year the Chairman of the General Executive Board submits a list of the active members in each recognized industry, only, to each member engaged in that industry; and the members vote by mail for the names of those whom they wish to serve on this committee. The committee has the power to appoint and pay a secretary and one or more executive agents and other necessary assistants, as well as to engage counsel.

The constitution of this organization prescribes an initial entrance fee, and when the membership of local bodies reaches 100, a monthly assessment of members may be made, not to exceed one-tenth of one per cent of the payroll for each month; but assessments shall not be levied upon any firm, corporation, or person for more than six months in any one year.

The constitution also provides that assessments shall be discontinued when a maximum fund of \$250,000 has been obtained, and may not be resumed until the fund has been reduced to \$100,000.

Literature is issued, furnishing legal definitions of the terms "boycott," "intimidation," and "coercion," as determined by the courts in various parts of the country; also as to the legality of picketing, unlawful persuasion, displaying of banners, etc.; and information is supplied concerning evidence and remedies for unlawful acts. Instruction is also furnished concerning legal doctrines underlying boycotts, unlawful and

sympathetic strikes, strikes to coerce an employer, the right to strike, and strikes under conditions that will imperil life.

The Association likewise issues a circular exhibiting the purposes of the organization, giving reports from trade papers and other sources bearing upon the question in which it is interested.

The latest, and what bids fair to be the largest, movement in the direction of national organization among employers is one lately formed, having in view no less a project than the federation of all combinations of employers, national, state, or local, formed for the same purposes as this one, with one grand National organization known as The Citizens Industrial Association of America.

Prior to the Winter of 1902-3, the number of local employers' associations and citizens' alliances in the United States was comparatively small, but immediately after the great coal strike they began to multiply, and the number had so increased by the Summer of 1903 that in order to prevent as far as possible the duplication of work performed by the several associations, and also to unify their strength for specific ends, a call for a convention of representatives of the various organizations of this nature was issued October 8, 1903, under the authority of a vote taken at an informal meeting of employers held in Chicago on the 29th of the preceding month. Between 250 and 300 delegates assembled in that city on the morning of October 29. The Citizens Industrial Association of America was formed, officers elected, principles declared, and a constitution adopted.

The objects of the organization as stated in its constitution are :

1. To assist, by all lawful and practical means, the properly constituted authorities of the State and Nation in maintaining and defending the supremacy of the law and the rights of the citizen.
2. To assist all the people of America in resisting encroachments upon their constitutional rights.
3. To promote and encourage harmonious relations between employers and their employees upon a basis of equal justice to both.
4. To assist local, state and national associations of manufacturers, employers and employees in their efforts to establish and maintain industrial peace, and to create and direct a public sentiment in opposition to all forms of violence, coercion and intimidation.
5. To foster and encourage, by legitimate means, individual enterprise and freedom in management of industry, under which the people of the United States have made this the most successful and powerful nation of the world.
6. To establish a Bureau of Organization, for the formation of associations favorable to the objects of this organization, and federating them with this Association.
7. To establish a Bureau of Education for the publication and distribution of literature tending to foster the objects of the Association.
8. To create and maintain a fund for such purposes, in harmony with and promotive of the objects of this Association, as shall approve themselves to the Executive Committee thereof.

Indianapolis was chosen as the headquarters, and the date for the first convention of the organization was fixed for February 22 and 23, 1904, at that place.

Thus the actual experiences of both parties to the industrial conflict have shown that the practical method of conducting operations is by

concentration of interests and power in district and national combinations.

The following is a list of the employers national and state organizations already in existence, together with names of local associations located in Massachusetts :

National Associations of Employers and Citizens.

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| <ul style="list-style-type: none"> Association of American Advertisers. American Anti-Boycott Association. American Association of Flint and Lime Glass Manufacturers. American Boiler Manufacturers' Association. American Foundrymen's Association. American Gas Light Association. American Hardware Manufacturers' Association. American Newspaper Publishers' Association. American Paper and Pulp Association. American Publishers' Association. Carriage Builders' National Association. Citizens' Industrial Association of America. Furniture Association of America. Hardwood Manufacturers' Association of the United States. International Association of Municipal Electricians. Laundrymen's National Association. Master Horseshoers' National Protective Association. Merchant Tailors' National Protective Association. Millers' National Association of the United States. Morocco Manufacturers' National Association. National Association of Automobile Manufacturers. National Arm, Pin and Bracket Association. National Association of Agricultural Implement and Vehicle Manufacturers. National Association of Boiler Manufacturers. National Association of Box and Box Shook Manufacturers of the United States. National Association of Builders. National Association of Grain Drills and Broadcast Seeders. National Association of Manufacturers. National Association of Manufacturers and Erectors of Steel Structural and Iron Work. | <ul style="list-style-type: none"> National Association of Marble Dealers. National Association of Master Bakers. National Association of Master House Painters and Decorators. National Association of Master Plumbers. National Association of Stove Manufacturers. National Association of Upholsterers and Parlor Frame Manufacturers. National Association of Wool Manufacturers, Bloomington, Ill. National Brick Manufacturers' Association of the United States. National Building Trades Employers' Association. National Confectioners' Association. National Coopers' Association. National Electrical Contractors' Association. National Founders' Association. National Glass Vial and Bottle Manufacturers' Association. National Harness Manufacturers' and Dealers' Association. National Lye Manufacturers' Association. National Lumber Manufacturers' Association. National Machine Tool Builders' Association. National Metal Trades' Association. National Plasterers' Association. National Quarry Owners' Association. National Saddlery Manufacturers' Association. National Slack Cooperage Stock Manufacturers' Association. National Wagon Manufacturers' Association. National Wholesale Lumber Dealers' Association. Stove Founders' National Defense Association. Tight-Stove Manufacturers' Association. Trunk Manufacturers' Association of the United States. United States Potters' Association. United Typothetae of America. |
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District and State Associations of Employers and Citizens.

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| <ul style="list-style-type: none"> Alabama State Association of Master Plumbers. Arkansas State Master Plumbers' Association. California Bankers' Association. California Miners' Association. California State Master Plumbers' Association. Colorado State Master Plumbers' Association. Connecticut Master Plumbers' Association. Connecticut State Typothetae. Electrical Contractors Association of Arkansas. Electrical Contractors Association of Connecticut. Electrical Contractors Association of Illinois. Electrical Contractors Association of Indiana. Electrical Contractors Association of Maryland. Electrical Contractors Association of Michigan. Electrical Contractors Association of Minnesota. Electrical Contractors Association of Missouri. Electrical Contractors Association of Ohio. Electrical Contractors Association of Pennsylvania. Florida State Master Plumbers' Association. Illinois Coal Operators' Association. | <ul style="list-style-type: none"> Illinois Manufacturers' Association. Illinois Master Plumbers' Association. Indiana State Master Plumbers' Association. Iowa State Master Plumbers' Association. Kansas Federation of Commercial Interests. Kansas State Plumbers' Association. Laundrymen's Association of Illinois. Lumber Dealers' Association of Colorado, New Mexico, and Wyoming. Manufacturers' Association of the Northwest. Manufacturers' and Producers' Association of California. Massachusetts State Association of Master Painters and Decorators. Massachusetts State Master Plumbers' Association. Master Painters' and Decorators' Association of Ohio. Master Printers' Association of Rhode Island. Michigan Manufacturers' Association, Lansing, Mich. Michigan State Master Plumbers' Association. |
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District and State Associations of Employers and Citizens — Concluded.

Minnesota State Association of Builders' Exchanges.	Northwestern Manufacturers' Association.
Minnesota State Master Plumbers' Association.	Ohio State Association of Builders' Exchanges, Cleveland, Ohio.
Missouri State Master Plumbers' Association.	Pacific Coast Metal Trades' Association (San Francisco).
Nebraska Bankers' Association.	Pacific Coast Metal Trades' Association (Seattle).
New England Brewers' Association.	Philadelphia Foundrymen's Association.
New England Cotton Manufacturers' Association.	Pennsylvania State Association of Master Painters and Decorators.
New England Foundrymen's Association.	Southern Cotton Spinners' Association, Atlanta, Ga.
New England Manufacturers', Jewelers', and Silversmiths' Association.	Southern Manufacturers' Association.
New England Shoe and Leather Association.	Southwestern Founders' Association.
New Jersey State Master Plumbers' Association.	United Employers of the Building Industry of California.
New York Foundrymen's Association.	United Electrical Contractors' Association of New York State.
New York Lumber Trades' Association, 18 Broadway, New York.	Western Paper-Box Association.
New York Metal Trades' Association.	Western Pennsylvania and New York Association of Builders and Contractors.
New York State Association of Master Painters and Decorators.	Wisconsin Manufacturers' Association.
North Carolina Pine Association.	
Northwestern Lumbermen's Association, Minneapolis, Minn.	

Massachusetts Associations of Employers and Citizens.

BOSTON.	LYNN.
Boston Metal Trades Association.	Master Builders' Association.
Boston Typothetae.	
Home Market Club.	QUINCY.
Master Builders' Association.	Master Builders' and Trades' Exchange.
Master Painters' Association.	
Master Plumbers' Association.	SPRINGFIELD.
Merchant Tailors' Protective Association.	Business Men's Association.
	Builders' Exchange.
HOLYOKE.	WORCESTER.
Builders' Exchange.	Employers' Association.
	Electrical Contractors' Association.
LOWELL.	Founders' Association.
Master Builders' Exchange.	Metal Trades' Association.

MASSACHUSETTS-BORN LIVING IN OTHER STATES.

The apparent absence of the native-born element in the industries of the Commonwealth, as noted in "Race in Industry,"* has led to the inquiry: "What has become of the sons and daughters of Massachusetts?" This question is partially answered from information drawn from the Census publications of the United States which show the number of persons who were born in Massachusetts but are now residing in certain other States of the Union. The following table covers the data for the Census years 1870, 1880, 1890, and 1900. The Census volumes for 1870 and 1880 did not enter upon the details of parentage, but for 1890 and 1900 not only were the persons represented born in Massachusetts but their parents also were native born. The presentation for 1870 and 1880 is for principal cities only, while that for 1890 and 1900 is for places containing a population of 25,000 or more, excepting, of course, those in Massachusetts.

Persons of Massachusetts Birth Living in Other States.

STATES, TERRITORIES, AND CITIES.	1870	1880	1890	1900
Alabama,	351	339	415	323
Birmingham,	-	-	42	81
Mobile,	125	-	40	60
Montgomery,	-	-	-	22
Other cities and towns,	226	339	333	210
Alaska,	-	-	-	268
Arizona,	116	563	300	311
Arkansas,	217	322	304	270
Little Rock,	-	-	40	53
Other cities and towns,	217	322	264	217
California,	15,218	19,056	12,592	11,884
Los Angeles,	-	-	680	1,304
Oakland,	-	-	945	694
Sacramento,	-	-	229	197
San Francisco,	7,091	8,244	3,393	2,716
Other cities and towns,	8,122	10,812	7,342	6,473
Colorado,	618	3,621	3,733	3,088
Denver,	-	987	1,667	1,301
Pueblo,	-	-	-	149
Other cities and towns,	618	2,634	2,166	1,638
Connecticut,	17,562	22,256	17,617	19,707
Bridgeport,	-	-	1,148	1,275
Hartford,	2,289	2,407	1,869	2,769
New Britain,	-	-	-	415
New Haven,	1,604	2,017	1,690	1,868
Waterbury,	-	-	569	675
Other cities and towns,	13,749	17,832	12,241	12,705
Delaware,	327	256	179	154
Wilmington,	177	163	97	94
Other cities and towns,	150	83	82	60
District of Columbia,	1,204	1,605	1,717	1,561
Florida,	454	829	1,382	1,080
Jacksonville,	-	-	-	123
Other cities and towns,	454	829	1,382	957
Georgia,	615	606	623	609
Atlanta,	-	132	39	167
Augusta,	-	-	39	24
Savannah,	127	-	68	66
Other cities and towns,	488	474	363	352
Hawaii,	-	-	-	198
Honolulu,	-	-	-	140
Other cities and towns,	-	-	-	58
Idaho,	196	251	289	346
Illinois,	22,111	20,413	13,622	11,633
Chicago,	5,961	6,998	5,946	5,910
East St. Louis,	-	-	-	80
Joliet,	-	-	-	61
Peoria,	-	-	184	140
Quincy,	-	-	110	82
Rockford,	-	-	-	160
Springfield,	-	-	-	71
Other cities and towns,	16,150	13,415	7,386	5,178
Indiana,	3,478	3,187	2,044	1,675
Evansville,	-	-	61	88
Fort Wayne,	-	-	82	69
Indianapolis,	437	456	307	287
South Bend,	-	-	-	55
Terre Haute,	-	-	64	87
Other cities and towns,	3,041	2,731	1,580	1,189
Indian Territory,	-	-	-	55
Iowa,	8,915	9,366	5,584	3,812
Cedar Rapids,	-	-	-	95
Council Bluffs,	-	-	-	101
Davenport,	-	-	105	74
Des Moines,	-	-	280	177
Dubuque,	-	-	98	96
Sioux City,	-	-	368	115
Other cities and towns,	8,915	9,366	4,743	3,155
Kansas,	2,887	5,884	3,927	2,469
Kansas City,	-	-	145	86
Topeka,	-	-	214	159
Other cities and towns,	2,887	5,884	3,568	2,214
Kentucky,	779	787	519	407
Covington,	-	-	56	21
Lexington,	-	-	-	18
Louisville,	276	256	182	162
Newport,	-	-	-	13
Other cities and towns,	503	531	281	203
Louisiana,	825	596	382	317
New Orleans,	569	421	255	196
Other cities and towns,	256	175	127	121
Maine,	11,091	10,041	8,353	11,008
Portland,	1,087	-	798	1,321
Other cities and towns,	10,004	10,041	7,555	9,687
Maryland,	1,182	1,231	953	1,046
Baltimore,	760	815	614	621
Other cities and towns,	422	466	339	425

Persons of Massachusetts Birth Living in Other States—Continued.

STATES, TERRITORIES, AND CITIES.	1870	1880	1890	1900
Michigan,	10,803	9,567	6,441	4,654
Bay City,	-	-	88	88
Detroit,	665	936	677	640
Grand Rapids,	-	-	361	292
Jackson,	-	-	-	102
Saginaw,	-	-	157	96
Other cities and towns,	10,106	8,631	5,308	3,491
Minnesota,	5,736	7,218	5,796	4,394
Duluth,	-	-	209	142
Minneapolis,	-	1,108	1,795	1,308
St. Paul,	-	698	979	809
Other cities and towns,	5,736	5,412	2,813	2,135
Mississippi,	263	167	139	114
Missouri,	5,694	4,728	3,460	2,969
Joplin,	-	-	-	49
Kansas City,	544	665	806	616
St. Joseph,	-	-	199	251
St. Louis,	2,542	1,805	1,080	1,019
Other cities and towns,	2,608	2,258	1,415	1,034
Montana,	298	523	780	848
Butte,	-	-	-	105
Other cities and towns,	298	523	780	743
Nebraska,	1,277	3,519	4,587	2,381
Lincoln,	-	-	559	221
Omaha,	-	-	1,468	612
South Omaha,	-	-	-	74
Other cities and towns,	1,277	3,519	2,570	1,454
Nevada,	988	1,083	206	179
New Hampshire,	16,486	20,524	16,692	18,480
Manchester,	-	-	1,155	1,449
Other cities and towns,	16,486	20,524	15,537	17,031
New Jersey,	6,008	6,513	5,231	6,154
Atlantic City,	-	-	-	95
Bayonne,	-	-	-	128
Camden,	-	297	273	219
Elizabeth,	-	-	190	195
Hoboken,	-	-	52	100
Jersey City,	1,148	1,099	619	587
Newark,	759	755	565	749
Passaic,	-	-	-	161
Paterson,	205	358	140	184
Trenton,	-	-	115	114
Other cities and towns,	3,901	4,004	3,277	3,642
New Mexico,	85	236	216	225
New York,	41,062	42,110	27,554	27,515
Albany,	587	842	536	533
Auburn,	-	-	135	135
Binghamton,	-	-	263	194
Brooklyn,	5,677	6,743	5,239	4,868
Buffalo,	765	960	754	863
Elmira,	-	-	162	159
Long Island City,	-	-	76	-
New York,	5,915	10,589	6,486	14,142
Rochester,	664	789	603	594
Schenectady,	-	-	-	237
Syracuse,	487	469	448	480
Troy,	609	728	351	365
Utica,	326	-	166	192
Yonkers,	-	-	202	209
Other cities and towns,	26,062	21,005	12,083	9,442
North Carolina,	278	314	321	306
North Dakota,	1	1	453	418
Ohio,	18,830	10,802	7,205	5,082
Akron,	-	-	124	120
Canton,	-	-	164	55
Cincinnati,	1,009	904	431	331
Cleveland,	1,089	1,406	1,028	853
Columbus,	223	302	222	221
Dayton,	185	198	158	184
Springfield,	-	-	94	92
Toledo,	843	343	308	329
Youngstown,	-	-	39	36
Other cities and towns,	10,421	7,649	4,607	2,761
Oklahoma,	-	-	82	285
Oregon,	784	1,281	1,872	1,201
Portland,	-	-	455	470
Other cities and towns,	784	1,281	917	731
Pennsylvania,	9,019	9,889	6,162	6,217
Allegheny,	99	161	96	127
Allentown,	-	-	18	27
Altoona,	-	-	21	16
Chester,	-	-	-	46
Easton,	-	-	-	55
Eric,	-	-	120	94
Harrisburg,	-	-	36	42
Johnstown,	-	-	-	9

* Included in the City of New York.

† Dakota, 143 in 1870; 1,290 in 1880.

Persons of Massachusetts Birth Living in Other States — Concluded.

STATES, TERRITORIES, AND CITIES.	1870	1880	1890	1900
Pennsylvania—Con.				
Lancaster,	-	-	18	32
McKeesport,	-	-	-	24
Newcastle,	-	-	-	24
Philadelphia,	3,159	4,298	2,581	2,830
Pittsburg,	246	438	208	274
Reading,	48	47	30	53
Scranton,	117	168	98	114
Wilkesbarre,	-	-	33	60
Williamsport,	-	-	50	47
York,	-	-	-	24
Other cities and towns,	5,855	4,792	2,858	2,319
Rhode Island,	18,523	23,026	15,281	17,343
Pawtucket,	-	-	1,620	1,769
Providence,	6,825	10,427	7,331	8,169
Woonsocket,	-	-	-	941
Other cities and towns,	11,698	12,599	6,330	6,464
South Carolina,	303	332	248	205
Charleston,	105	103	63	43
Other cities and towns,	198	229	185	162
South Dakota,	*	*	1,106	745
Tennessee,	542	494	612	422
Chattanooga,	-	-	67	38
Knoxville,	-	-	-	41
Memphis,	124	-	64	50
Nashville,	-	73	75	42
Other cities and towns,	418	421	406	251
Texas,	592	1,523	1,064	897
Dallas,	-	-	83	66
Fort Worth,	-	-	-	41
Galveston,	-	-	65	67
Houston,	-	-	32	41
San Antonio,	-	-	106	76
Other cities and towns,	592	1,523	778	606
Utah,	492	645	630	392
Salt Lake City,	-	-	333	177
Other cities and towns,	492	645	297	215
Vermont,	9,155	8,230	5,866	6,690
Virginia,	736	855	676	760
Norfolk,	-	-	61	80
Richmond,	94	123	98	88
Other cities and towns,	642	732	522	594
Washington,	396	802	2,441	2,416
Seattle,	-	-	544	830
Spokane,	-	-	-	217
Tacoma,	-	-	418	271
Other cities and towns,	396	802	1,479	1,098
West Virginia,	452	447	343	219
Wheeling,	-	-	38	33
Other cities and towns,	452	447	305	186
Wisconsin,	10,391	8,272	4,567	3,401
La Crosse,	-	-	191	71
Milwaukee,	797	750	508	489
Oshkosh,	-	-	-	90
Racine,	-	-	-	84
Superior,	-	-	-	57
Other cities and towns,	9,594	7,522	3,963	2,610
Wyoming,	178	396	531	446
TOTALS,	241,977	264,205	194,613	187,624

* Dakota, 143 in 1870; 1,290 in 1880.

Since 1880 there has been an apparent diminution of Massachusetts-born persons living in other States and Territories, though that year shows a gain over 1870 of 22,228 persons. The reason for this apparent loss may be explained by the fact that in 1870 and in 1880 the figures include all persons born in Massachusetts of both native and foreign parentage, while those for 1890 and 1900 are for white persons born in Massachusetts of native-born fathers and mothers, excluding altogether persons of foreign parentage. If we include the latter, the figures for 1890 would be 272,041, and for 1900, 296,982. Including persons of foreign parentage it is seen that there has been an increase rather than a decrease. For the purpose of this article, however, the persons of foreign parentage have been excluded.

In 1890, there were 194,613 persons and in 1900 there were 187,624 persons born in Massachusetts of native parentage who had found homes, presumably, outside the borders of the Commonwealth, contributing their efforts to the upbuilding of other localities. Reared perhaps for one or more generations under the influence of their native State, they had gone forth carrying with them the wholesome predominance of Massachusetts vigor and thrift, and lending their aid to the growth and prominence of their adopted State.

In the next table we show the native-white population of native parentage in the States and Territories for 1900, the number of white persons residing therein, born in Massachusetts of native parentage, and the percentages of such persons of the total native-white population of native parentage.

Native-white Persons of Native Parentage: By States and Territories.

STATES AND TERRITORIES.	Number liv- ing in each State or Territory	Number born in Massachu- setts	Percent- ages	STATES AND TERRITORIES.	Number liv- ing in each State or Territory	Number born in Massachu- setts	Percent- ages
Alabama,	956,658	323	0.03	Nebraska,	553,524	2,361	0.43
Alaska,	17,494	268	1.53	Nevada,	15,111	179	1.18
Arizona,	44,830	311	0.69	New Hampshire,	242,614	18,480	7.62
Arkansas,	897,668	270	0.03	New Jersey,	825,973	6,154	0.74
California,	644,428	11,884	1.84	New Mexico,	149,029	225	0.15
Colorado,	811,335	3,088	0.99	New York,	2,851,513	27,515	0.96
Connecticut,	872,783	19,707	5.29	North Carolina,	1,250,811	366	0.03
Delaware,	118,029	154	0.13	North Dakota,	65,811	418	0.64
District of Columbia,	134,073	1,591	1.19	Ohio,	2,651,440	5,082	0.19
Florida,	254,032	1,090	0.43	Oklahoma,	313,905	265	0.08
Georgia,	1,144,360	609	0.05	Oregon,	256,125	1,201	0.47
Hawaii,	37,918	198	0.52	Pennsylvania,	3,729,093	6,217	0.17
Idaho,	89,851	346	0.39	Rhode Island,	144,386	17,343	11.96
Illinois,	2,271,765	11,633	0.51	South Carolina,	540,766	205	0.04
Indiana,	1,952,194	1,675	0.09	South Dakota,	136,191	745	0.55
Indian Territory,	287,647	55	0.02	Tennessee,	1,481,636	422	0.03
Iowa,	1,261,068	3,812	0.30	Texas,	1,059,762	897	0.05
Kansas,	1,013,655	2,459	0.24	Utah,	104,026	392	0.38
Kentucky,	1,673,418	407	0.02	Vermont,	225,381	6,690	2.97
Louisiana,	569,962	317	0.06	Virginia,	1,141,213	760	0.07
Maine,	493,082	11,003	2.23	Washington,	265,068	2,416	0.91
Maryland,	680,049	1,046	0.15	West Virginia,	843,981	219	0.03
Michigan,	1,026,714	4,654	0.45	Wisconsin,	585,903	3,401	0.58
Minnesota,	425,780	4,394	1.03	Wyoming,	47,982	446	0.93
Mississippi,	614,067	114	0.02				
Missouri,	2,204,874	2,969	0.13	TOTALS,	39,972,510	187,624	0.47
Montana,	92,987	848	0.91				

The proper method of reading this table is as follows: In 1900, there were in Alaska 17,494 native-born white persons who were children of native-born parents, and of this number, 268, or 1.53 per cent, were persons who were born in Massachusetts. In California, out of a total native-white population of native parentage of 644,428, there were 11,884, or 1.84 per cent, who could claim Massachusetts as their birthplace. Out of every 100 native-white persons of native parentage in the State of Connecticut, five were born in Massachusetts. Other lines may be read in a similar manner. The largest percentage, 11.96, is found against Rhode Island, and the smallest, 0.02, against the Indian Territory and the States of Kentucky and Mississippi. Massachusetts is omitted from this table for obvious reasons. It may, however, be proper

to state that there were 1,032,264 native-white persons of native parentage in the State in 1900, and those born in Massachusetts numbered 748,993, or 72.56 per cent of the total native-white population of native parentage.

The next table shows similar facts for certain of the large cities of the country.

Native-white Persons of Native Parentage: By Cities.

CITIES.	Num-ber living in Each City	Number born in Massachusetts	Percent-ages	CITIES.	Num-ber living in Each City	Number born in Massachusetts	Percent-ages
Baltimore, . . .	236,053	691	0.26	Newark, . . .	71,552	749	1.05
Chicago, . . .	354,879	5,910	1.67	New Orleans, . . .	103,186	196	0.19
Cleveland, . . .	87,740	953	1.09	New York, . . .	737,477	14,143	1.92
Denver, . . .	66,810	1,801	1.95	Omaha, . . .	42,762	612	1.43
Des Moines, . . .	38,187	177	0.46	Philadelphia, . . .	521,911	2,880	0.54
Detroit, . . .	61,309	640	1.04	Portland, Ore., . . .	38,170	470	1.23
Indianapolis, . . .	97,772	287	0.29	Providence, . . .	54,423	8,169	15.01
Kansas City, Mo., . . .	94,377	616	0.65	St. Louis, . . .	189,249	1,019	0.54
Los Angeles, . . .	54,060	1,204	2.23	St. Paul, . . .	42,464	808	1.91
Louisville, . . .	88,449	152	0.17	Salt Lake City, . . .	18,119	177	0.96
Milwaukee, . . .	48,598	489	1.01	San Francisco, . . .	83,558	2,716	3.25
Minneapolis, . . .	61,269	1,308	2.13	Seattle, . . .	38,810	890	2.14

The largest percentage is found in the City of Providence, Rhode Island, 15 out of each one hundred persons claiming Massachusetts as their birthplace. It is interesting, also, to note that cities on the Pacific coast contain a fairly good representation of Massachusetts-born persons, San Francisco leading with 3.25 per cent, followed by Los Angeles, Seattle, and Portland, Oregon.

INDUSTRIAL BETTERMENTS.

The S. M. Jones Company of Toledo, Ohio, has gained an enviable reputation among workmen for its recognition of the manhood of its employees. No other rule or regulation save that contained in the thought expressed by the Golden Rule, paraphrased into "as you do to others, others will do to you," has been considered necessary for the control of the persons employed in the several shops. Mr. Jones, who is the Mayor of Toledo, states in an interview that this is the only rule to work by and to live by, and the longer he lives the better he likes it. In speaking of the men and the control he exercises over them, Mr. Jones said:

"We have no discipline, no bossing in our shop. We have foremen, of course, to instruct and direct, but beyond that we are all on the same footing. If a man does not like to work for us, he is free to go; but, whatever else he may object to, he will have no reason to complain of

tyrannical treatment. We work only eight hours a day, although we compete with establishments that work nine and ten ; we pay \$2.10 a day for common labor, and the usual prices for the higher grades in their several lines. Every man has one week's vacation a year, with pay. We have abolished the tin-pail brigade, and all take a good, wholesome dinner together, cooked for us in our own kitchen and served on our own tables in our own dining-room. The men put in ten cents each. The dinner actually costs the company about twenty-two cents a plate. We charge the difference against our profits. It appears on the books as an expense. I am inclined to think it ought to go to the surplus account. . . . A good many of our men are themselves stockholders, owning all the way from one to ten shares. If they do not complain the rest of us ought not to."

One of the nearest approaches to the Golden Rule idea in Massachusetts is to be found in the shoe factory of the Thomas G. Plant Company in Roxbury. About seven years ago, owing to the volume of business, it was necessary to employ all kinds and conditions of help. Since that time, however, the company has gradually made changes in the class of its employees, and in its methods of dealing with them, with the twofold object in view of furnishing employment to the most intelligent and industrious class of American citizens obtainable, and to make their days of toil easy by the introduction of labor-saving devices, and pleasurable by providing means of recreation and entertainment. This, it is thought, has been in a great measure accomplished, and the company now furnishes continuous employment to nearly 2,800 persons for 12 months in the year, the working-day being nine hours.

In carrying forward these measures for the benefit of its employees, the company does not claim to be actuated by any philanthropic motive nor by a feeling of charity. It is considered a wise business proposition to assist the employees in maintaining their physical health, believing that those who enjoy good health are better fitted to perform good and faithful work.

The company has established lunch and reading rooms, together with a gymnasium, and recreation, music, and dance halls, devoting a total floor area of 25,000 square feet to this purpose. The lunch room has been in operation about seven months and is well patronized. The aim has been to supply clean and wholesome food at the actual cost of preparation. Since its establishment, however, December was the first month in which the room has paid expenses, but even at a loss it is considered a good investment.

The gymnasium has a floor space of 42 by 72 feet, and is fitted with the latest and best apparatus and appliances. More than one-half of the employees have joined the class in athletics, which is free, save the gymnasium suit, supplied by the company to the members at cost. Male and female instructors are provided, and no fees are permitted under any

circumstances. Connected with the gymnasium are 60 bath rooms, each with a separate dressing room, and there are 60 other dressing rooms. Two drying rooms, with a capacity for drying 1,400 suits, are also provided.

The library and reading room, under the charge of a competent attendant, is 20 by 32 feet. It is open at all reasonable hours and is a branch of the Boston Public Library. The music and dance hall is 31 by 52 feet, while the recreation hall for women is 20 by 25 feet, and contains a piano and ping-pong tables, and has several toilet rooms attached. Four pool tables, one billiard table, and four bowling alleys are provided for the men in a room 60 by 120 feet, and the only expense in connection therewith is the small sum required to pay the boy who sets up the pins on the alleys. The gymnasium is opened at six o'clock each evening, and has four classes, one hour allowed to each class. The baths, reading rooms, and all other rooms for recreation are open from six to 10 o'clock every evening, Sunday excepted.

Another feature adopted by the company is a system of profit sharing. The employees are marked according to the quality of the work performed, their personal cleanliness, neatness in dress, and promptness in attendance to their duties. The first year of the trial of this plan does not expire until May 1, 1904, so that the results cannot be announced until then. But each employee receives consideration in proportion as he is frugal, industrious, cleanly, and constant at work, and in the final division of the profits, in promotions, and in the matter of steady employment preference is given to the most deserving and to those who are members of the sick and benefit fund. It is optional with the employee whether or not he becomes a member of this department. All those over 20 years of age who are members are required to pay dues to the amount of 10 cents a week and in case of sickness they receive a sum of \$7 a week for seven weeks, but in no case is the benefit payable until after at least one week of sickness. In case of death, the sum of \$100 is paid to the heir of the decedent. All those joining this fund under the age of 20 years pay as dues the sum of five cents a week, and their benefits are one-half the amounts paid to those over that age. A physician is retained by the company, and he visits the factory regularly, and as often as the company thinks his services may be required. Two beds are maintained at the Emergency Hospital, and all cases needing surgical treatment are sent there without cost to the patient. Every convenience for the comfort of those who are taken sick at the factory is provided, and a trained nurse is employed and stationed in the building to render first aid to those requiring it.

The company also tries to encourage a spirit of thrift among the workmen. It guarantees to all who deposit 10 per cent of their earnings in the savings bank, that, in addition to the interest allowed by the bank on deposits, the company will pay an equal amount, so that the interest will range from six to 10 per cent each year.

The company believes that it has solved the labor problem and considers strikes and lockouts as things of the past. A sensible workman knows when he is "well off" and prefers not to strike, especially as his improved condition brings him contentment and peace. The employer, who is making money, also desires to keep matters running smoothly, and with this object in view the Thomas G. Plant Company has established not only business but fraternal relations with its employees, and secured industrial peace, without any appearance of charity or paternalism.

A PARTIAL RELIGIOUS CANVASS OF BOSTON.

On November 12, 1903, an attempt to ascertain the church preferences of the people of Boston was undertaken by the Religious Census Committee of the Boston District of the Massachusetts Sunday School Association. The canvass was completed and the final cards turned over to this Department for tabulation on February 29, 1904.

The result of this canvass is given in the tables which follow. In the first table is shown for the wards canvassed, the estimated population for 1903, the aggregate number of persons reporting their church preferences, and the percentage of those reporting of the estimated population.

Number of Persons Reporting Church Preference.

WARDS.	Estimated Pop- ulation 1903	RELIGIOUS CANVASS		WARDS.	Estimated Pop- ulation 1903	RELIGIOUS CANVASS	
		Number Reporting Church Preference	Percent- ages of Popu- lation			Number Reporting Church Preference	Percent- ages of Popu- lation
Ward 1, . . .	24,548	16,323	66.49	Ward 17, . . .	26,900	14,464	53.77
Ward 2, . . .	24,668	11,323	45.90	Ward 19, . . .	29,192	13,359	45.76
Ward 6, . . .	32,871	838	2.55	Ward 20, . . .	34,982	32,385	92.58
Ward 7, . . .	15,923	6,022	37.82	Ward 21, . . .	25,698	20,121	78.31
Ward 8, . . .	31,001	6,081	19.62	Ward 22, . . .	27,563	17,987	65.26
Ward 9, . . .	28,417	422	1.60	Ward 23, . . .	25,392	20,218	79.62
Ward 10, . . .	23,824	5,977	25.09	Ward 24, . . .	29,192	18,839	64.71
Ward 11, . . .	20,748	16,379	78.94	Ward 25, . . .	20,748	11,605	55.93
Ward 12, . . .	25,392	1,737	6.80				
Ward 14, . . .	23,040	10,906	47.34	TOTALS, . . .	489,626	241,651	49.35
Ward 16, . . .	21,532	16,625	77.21				

The number of persons reporting was 241,651, or 49.35 per cent of the population of the wards canvassed, and 40.07 per cent of the entire city. In Ward 6, only a partial canvass was made of Precincts 5, 6, and 7; in Ward 8, Precincts 1 and 6 were not canvassed; in Ward 9, only Precincts 1 and 2 were partially covered; in Ward 10, Precinct 2 was not canvassed; in Ward 12, a superficial canvass of Precincts 4 and 5 only; in Ward 16, all the Precincts except Precinct 1 were covered; in Ward 19, Precinct 2 was not touched; in Ward 22, no canvass was made of Precinct 3; in Ward 24, Precinct 7 was not canvassed, and

only eight persons reported in Precinct 9; in Ward 25, Precinct 7 was not canvassed, and only 17 persons reported from Precinct 5; while Wards 3, 4, 5, 13, 15, and 18 were not covered owing to the fact that no one volunteered for the work.

The most thoroughly canvassed section appears to be Ward 20, in which 92.58 per cent of the population was reported upon as to church preference. The Wards next in order, on the basis of percentages, were 23, 11, 21, 16, 1, 22, 24, 25, 17, 14, 2, 19, 7, 10, 8, 12, 6, and 9; in the last named only 1.60 per cent of the population was covered.

The second table shows by wards and church preferences the number of males and females and those whose sex was not stated, followed by a recapitulation which shows preferences in detail for all the persons reported, by sex and age periods.

Church Preferences: By Wards.

WARDS AND CHURCH PREFERENCES.	Males	Females	Sex Not Given	Totals	WARDS AND CHURCH PREFERENCES.	Males	Females	Sex Not Given	Totals
Ward 1.	7,784	7,924	665	16,323	Ward 7—Con.				
Baptist,	509	597	3	1,109	Methodist,	63	114	1	178
Catholic (Roman),	3,809	3,893	141	7,843	Presbyterian,	27	48	-	75
Congregationalist,	447	470	2	919	Unitarian,	22	36	-	58
Episcopal (Protestant),	635	616	3	1,254	Universalist,	4	11	-	15
Jewish,	345	363	8	716	Other denominations,	91	94	21	206
Lutheran,	119	104	1	224	No preference,	78	52	1	131
Methodist,	962	993	11	1,966	Refused,	24	7	137	168
Presbyterian,	305	307	4	616	Not given,	51	17	641	709
Unitarian,	161	218	-	379					
Universalist,	123	161	1	285	Ward 8.	2,962	2,735	384	6,081
Other denominations,	58	67	45	170	Baptist,	64	79	-	143
No preference,	232	121	-	353	Catholic (Roman),	764	670	53	1,487
Refused,	9	5	46	60	Congregationalist,	22	42	-	64
Not given,	20	9	400	429	Episcopal (Protestant),	70	92	-	162
Ward 2.	5,565	5,400	358	11,323	Jewish,	1,823	1,662	99	3,584
Baptist,	120	137	4	261	Lutheran,	1	2	-	3
Catholic (Roman),	3,802	3,740	164	7,706	Methodist,	47	66	-	113
Congregationalist,	72	92	-	164	Presbyterian,	1	9	-	10
Episcopal (Protestant),	356	326	-	682	Unitarian,	25	37	-	62
Jewish,	534	526	12	1,072	Universalist,	11	13	-	24
Lutheran,	92	96	-	188	Other denominations,	34	12	3	49
Methodist,	171	199	1	371	No preference,	53	24	-	77
Presbyterian,	62	60	8	130	Refused,	9	3	26	38
Unitarian,	27	29	-	56	Not given,	38	24	203	265
Universalist,	4	6	-	9					
Other denominations,	86	71	-	157	Ward 9.	223	187	12	422
No preference,	105	51	1	157	Baptist,	7	7	-	14
Refused,	11	9	26	46	Catholic (Roman),	64	71	-	135
Not given,	123	59	142	324	Congregationalist,	1	4	-	5
Ward 6.	501	337	-	838	Episcopal (Protestant),	70	31	-	101
Baptist,	29	10	-	39	Jewish,	72	65	1	138
Catholic (Roman),	337	263	-	600	Lutheran,	1	1	-	2
Congregationalist,	22	5	-	27	Presbyterian,	1	-	-	1
Episcopal (Protestant),	12	10	-	22	Universalist,	1	4	-	5
Jewish,	13	11	-	24	Other denominations,	2	-	-	2
Lutheran,	7	1	-	8	No preference,	2	3	-	5
Methodist,	19	4	-	23	Refused,	-	-	2	2
Presbyterian,	2	20	-	22	Not given,	2	1	9	12
Unitarian,	12	-	-	12					
Universalist,	7	1	-	8	Ward 10.	2,239	3,109	629	5,977
Other denominations,	13	4	-	17	Baptist,	372	556	-	928
No preference,	12	3	-	15	Catholic (Roman),	695	914	7	1,614
Refused,	8	4	-	12	Congregationalist,	202	348	-	550
Not given,	8	1	-	9	Episcopal (Protestant),	169	298	-	467
Ward 7.	2,510	2,658	854	6,022	Jewish,	74	75	1	150
Baptist,	125	183	10	318	Lutheran,	28	34	-	62
Catholic (Roman),	1,563	1,672	41	3,176	Methodist,	198	263	-	461
Congregationalist,	73	117	1	191	Presbyterian,	61	131	-	192
Episcopal (Protestant),	135	167	-	302	Unitarian,	53	113	-	166
Jewish,	246	226	1	473	Universalist,	40	84	-	124
Lutheran,	8	14	-	22	Other denominations,	57	50	-	107
					No preference,	232	204	-	436
					Refused,	16	16	222	254
					Not given,	44	23	369	466

Church Preferences: By Wards — Continued.

WARDS AND CHURCH PREFERENCES.	Males	Females	Sex Not Given	Totals	WARDS AND CHURCH PREFERENCES.	Males	Females	Sex Not Given	Totals
Ward 11.	5,230	9,660	1,489	16,379	Ward 19 — Con.				
Baptist,	539	807	-	1,346	Jewish,	128	126	-	254
Catholic (Roman),	1,199	3,627	33	4,859	Lutheran,	324	322	6	652
Congregationalist,	386	657	2	1,045	Methodist,	81	123	-	204
Episcopal (Protestant),	1,075	1,650	9	2,734	Presbyterian,	27	52	-	79
Jewish,	356	270	-	626	Unitarian,	35	49	-	84
Lutheran,	33	194	1	228	Universalist,	14	29	-	43
Methodist,	297	466	7	770	Other denominations,	68	65	16	149
Presbyterian,	39	324	-	363	No preference,	152	228	-	380
Unitarian,	605	810	20	1,335	Refused,	8	9	91	108
Universalist,	62	74	-	136	Not given,	6	5	287	298
Other denominations,	95	205	74	374					
No preference,	403	317	4	724	Ward 20.	14,490	17,147	748	32,385
Refused,	37	40	277	354	Baptist,	1,446	1,669	5	3,120
Not given,	204	219	1,062	1,485	Catholic (Roman),	5,883	7,056	19	12,958
					Congregationalist,	1,810	2,193	4	4,007
Ward 12.	659	1,068	-	1,727	Episcopal (Protestant),	1,097	1,457	2	2,556
Baptist,	66	129	-	195	Jewish,	607	611	26	1,244
Catholic (Roman),	116	217	-	333	Lutheran,	175	212	1	388
Congregationalist,	87	131	-	218	Methodist,	867	1,112	-	1,979
Episcopal (Protestant),	62	101	-	163	Presbyterian,	271	309	-	580
Jewish,	18	8	-	26	Unitarian,	639	838	1	1,473
Lutheran,	10	12	-	22	Universalist,	432	558	-	990
Methodist,	54	61	-	115	Other denominations,	277	373	15	665
Presbyterian,	22	54	-	76	No preference,	766	575	-	1,341
Unitarian,	28	71	-	99	Refused,	48	52	156	256
Universalist,	18	36	-	54	Not given,	172	182	519	823
Other denominations,	15	33	-	48					
No preference,	99	94	-	193	Ward 21.	8,319	10,867	935	20,121
Refused,	29	73	-	102	Baptist,	1,098	1,396	4	2,498
Not given,	35	48	-	83	Catholic (Roman),	2,857	4,068	47	7,102
					Congregationalist,	844	1,100	1	1,945
Ward 14.	5,069	5,165	652	10,906	Episcopal (Protestant),	873	893	2	1,376
Baptist,	386	394	9	789	Jewish,	603	645	-	1,248
Catholic (Roman),	3,249	3,376	90	6,715	Lutheran,	98	127	-	220
Congregationalist,	268	264	2	534	Methodist,	372	505	1	878
Episcopal (Protestant),	392	377	7	776	Presbyterian,	216	312	2	530
Jewish,	54	48	-	102	Unitarian,	858	569	4	1,431
Lutheran,	96	93	3	192	Universalist,	314	441	1	756
Methodist,	247	268	4	519	Other denominations,	297	398	27	722
Presbyterian,	89	72	-	161	No preference,	506	413	-	919
Unitarian,	83	89	5	177	Refused,	22	28	176	226
Universalist,	64	63	-	127	Not given,	66	42	670	778
Other denominations,	52	61	3	116					
No preference,	108	57	-	160	Ward 22.	7,747	9,111	1,129	17,987
Refused,	6	8	-	93	Baptist,	698	870	-	1,568
Not given,	-	-	446	446	Catholic (Roman),	3,133	3,762	52	6,947
					Congregationalist,	878	1,079	23	1,980
Ward 16.	7,315	8,489	821	16,625	Episcopal (Protestant),	601	761	13	1,375
Baptist,	546	670	18	1,234	Jewish,	185	185	10	380
Catholic (Roman),	4,126	4,864	228	9,217	Lutheran,	491	604	5	1,100
Congregationalist,	441	605	14	1,060	Methodist,	522	618	7	1,147
Episcopal (Protestant),	452	529	6	987	Presbyterian,	89	118	-	207
Jewish,	326	300	7	633	Unitarian,	287	363	1	651
Lutheran,	99	111	-	210	Universalist,	119	173	-	292
Methodist,	310	395	6	711	Other denominations,	185	191	22	398
Presbyterian,	143	176	-	319	No preference,	546	373	1	920
Unitarian,	238	296	4	538	Refused,	9	7	213	229
Universalist,	152	167	5	324	Not given,	4	7	782	793
Other denominations,	112	109	17	238					
No preference,	356	242	3	601	Ward 23.	9,288	10,547	883	20,218
Refused,	13	21	130	164	Baptist,	855	1,043	-	1,898
Not given,	2	4	383	389	Catholic (Roman),	3,799	4,280	6	8,065
					Congregationalist,	1,164	1,409	-	2,573
Ward 17.	6,559	7,209	696	14,464	Episcopal (Protestant),	701	845	1	1,547
Baptist,	628	683	12	1,323	Jewish,	64	67	2	133
Catholic (Roman),	4,347	4,719	54	9,120	Lutheran,	540	572	1	1,113
Congregationalist,	319	394	-	713	Methodist,	702	837	1	1,540
Episcopal (Protestant),	316	414	2	732	Presbyterian,	101	129	-	230
Jewish,	177	158	3	338	Unitarian,	563	723	4	1,320
Lutheran,	62	47	5	114	Universalist,	92	114	-	206
Methodist,	179	224	-	403	Other denominations,	92	145	2	239
Presbyterian,	68	88	1	152	No preference,	499	341	14	854
Unitarian,	62	82	3	147	Refused,	14	17	84	115
Universalist,	85	129	-	214	Not given,	72	45	268	385
Other denominations,	114	115	6	235					
No preference,	187	149	-	336	Ward 24.	8,760	9,597	532	18,889
Refused,	3	4	108	115	Baptist,	1,125	1,283	1	2,409
Not given,	12	8	502	522	Catholic (Roman),	3,561	3,889	27	7,477
					Congregationalist,	831	962	4	1,797
Ward 19.	5,811	7,091	457	13,359	Episcopal (Protestant),	653	763	-	1,416
Baptist,	254	278	-	532	Jewish,	105	86	-	191
Catholic (Roman),	4,208	5,214	51	9,473	Lutheran,	159	160	5	324
Congregationalist,	311	374	-	685	Methodist,	824	975	2	1,801
Episcopal (Protestant),	195	217	6	418	Presbyterian,	99	141	-	240

Church Preferences: By Wards—Concluded.

WARDS AND CHURCH PREFERENCES.	Males	Fe- males	Sex Not Given	Totals	WARDS AND CHURCH PREFERENCES.	Males	Fe- males	Sex Not Given	Totals
Ward 24—Con.					Ward 25—Con.				
Unitarian,	534	636	-	1,170	Episcopal (Protestant),	404	492	-	896
Universalist,	191	217	-	408	Jewish,	25	42	-	67
Other denominations,	105	140	16	261	Lutheran,	86	91	-	177
No preference,	529	316	-	845	Methodist,	396	438	-	834
Refused,	9	20	102	131	Presbyterian,	52	73	-	125
Not given,	35	19	375	429	Unitarian,	237	267	-	504
Ward 23.	5,396	5,976	233	11,605	Universalist,	41	57	-	98
Baptist,	684	709	-	1,393	Other denominations,	94	85	12	191
Catholic (Roman),	2,162	2,408	3	4,573	No preference,	307	242	-	549
Congregationalist,	839	1,013	-	1,852	Refused,	40	38	7	85
					Not given,	29	21	211	261

Recapitulation.

Baptist,	9,551	11,500	66	21,117	Unitarian,	3,899	5,216	42	9,157
Catholic (Roman),	49,771	55,613	1,016	106,400	Universalist,	1,774	2,337	7	4,118
Congregationalist,	9,017	11,249	63	20,319	Other denominations,	1,847	2,218	279	4,344
Episcopal (Protestant),	7,968	9,949	51	17,968	No preference,	5,167	3,805	24	8,996
Jewish,	5,755	5,474	170	11,399	Refused,	315	356	1,886	2,557
Lutheran,	2,424	2,797	28	5,249	Not given,	923	684	7,299	8,906
Methodist,	6,311	7,661	41	14,013					
Presbyterian,	1,675	2,418	15	4,108	TOTALS,	106,397	124,277	10,977	241,651

Recapitulation. Church Preferences: By Sex and Age.

CHURCH PREFERENCES.	MALES		FEMALES		Sex Not Stated	Totals
	Under 18 Years	Over 18 Years	Under 18 Years	Over 18 Years		
Advanced Thought,	-	-	-	1	-	1
Advent Christian,	4	7	6	9	-	26
Adventist,	6	45	10	51	-	112
Adventist (2nd Day),	11	24	15	40	-	90
Adventist (7th Day),	-	2	-	4	-	6
Agnostic,	1	8	-	3	1	13
Atheist,	3	21	7	5	2	38
Baptist,	2,766	6,571	2,798	8,424	66	20,625
Baptist (Free Will),	50	133	59	189	-	431
Baptist (7th Day),	-	-	-	1	-	1
Baptist (12th Day),	14	17	9	20	-	60
Bible Christian,	-	-	-	-	3	3
Bible Research,	-	1	-	-	-	1
Bible Truth,	-	-	-	1	-	1
Brahmo Soma,	-	-	-	1	-	1
Brethren,	4	11	-	4	4	23
Brethren (Plymouth),	6	-	-	-	2	8
Brethren (United),	-	-	-	1	-	1
Buddhist,	-	2	-	-	-	2
Catholic (Roman),	19,317	30,454	19,474	39,139	1,016	109,400
Christadelphian,	4	10	7	18	-	29
Christian,	31	52	30	74	-	187
Christian Catholic (Dowle),	-	1	-	3	1	5
Christian Followers of Christ,	-	-	-	1	-	1
Christian Scientist,	73	286	91	469	12	931
Church of God,	-	1	-	-	-	1
Church of God and Saints of Christ,	1	1	-	1	-	3
Church of the Living God,	-	-	-	3	-	3
Church of the Truth,	-	-	-	1	-	1
Congregationalist,	2,926	6,091	2,957	8,292	53	20,319
Donaldites,	1	1	-	1	-	3
Episcopal (Protestant),	2,323	5,645	2,288	7,661	51	17,968
Episcopal (Reformed),	-	1	-	-	-	1
Evangelical,	5	6	8	14	1	34
Free Thinkers,	4	20	2	13	-	39
Friends,	10	20	3	33	-	66
Gospel Meetings,	1	-	2	1	-	4
Gregorian,	-	-	-	-	9	9
Higher Life,	2	4	-	9	-	15
Higher Souls,	-	1	-	1	-	2
Holiness,	2	2	5	3	-	12
Holy Ghost and Us,	3	4	1	3	-	11
Independent,	-	-	-	5	-	5
Infidel,	1	9	1	9	1	21
Jewish,	2,512	3,243	2,412	3,062	170	11,399

Recapitulation. Church Preferences: By Sex and Age — Concluded.

CHURCH PREFERENCES.	MALES		FEMALES		Sex Not Stated	Totals
	Under 15 Years	Over 15 Years	Under 15 Years	Over 15 Years		
Jewish (Reformed),	9	9	5	11	-	34
Latter Day Saints,	4	7	1	6	-	18
Liberalist,	-	1	-	1	-	2
Lutheran,	765	1,288	712	1,647	25	4,437
Lutheran (Danish),	5	28	10	27	1	71
Lutheran (Finnish),	1	-	-	-	1	2
Lutheran (Norwegian),	21	55	24	73	1	174
Lutheran (Reformed),	5	2	2	3	-	12
Lutheran (Swedish),	97	164	78	226	-	565
Masonic Temple,	-	1	-	1	-	2
Memorial Temple,	-	1	-	1	-	2
Mental Science,	-	3	-	3	-	6
Methodist,	1,830	4,481	2,012	5,649	41	14,018
Millennial Dawn,	-	1	-	8	-	9
Moravian,	-	3	-	2	-	5
Naturalist,	-	1	-	-	-	1
New Evangelist,	-	-	1	3	-	4
New Testament,	-	-	-	1	-	1
New Thought,	-	2	-	2	2	6
Pentecostal,	-	2	-	3	-	5
Plan of the Ages,	1	-	-	1	-	2
Presbyterian,	560	1,115	500	1,918	15	4,108
Presbyterian (Reformed),	-	5	5	4	-	14
Protestant,	36	219	30	177	180	642
Quakers,	4	8	2	8	-	22
Reformed,	5	7	4	7	-	23
Reformed (Dutch),	-	3	-	5	-	8
Reformed (German),	9	20	4	24	-	57
Salvation Army,	35	87	23	120	1	266
Socialist,	4	14	-	6	2	26
Somet Church,	-	-	-	1	-	1
Spiritualist,	16	97	9	153	14	289
Swedenborgian,	27	128	34	204	-	393
Theosophist,	-	3	-	6	-	9
Unitarian,	834	3,065	839	4,377	42	9,157
Universal,	-	2	3	8	-	13
Universalist,	353	1,421	351	1,986	7	4,118
Volunteers,	-	2	-	1	-	3
Zionists,	2	3	3	11	-	19
Missions:						
Bethany,	-	-	-	1	-	1
Bethel,	-	1	-	-	-	1
Chinese,	-	21	-	-	-	21
Church Alliance,	-	-	-	1	-	1
Church (Cambridge),	1	-	-	1	-	2
Peoples,	1	1	-	1	-	3
Y. M. C. A.,	-	1	-	-	-	1
Institutions:						
Deaf and Dumb,	1	3	1	2	-	7
Nationalities:						
Armenian,	8	22	6	5	-	41
French,	2	6	-	5	-	12
German,	2	24	6	20	-	52
Greek,	21	31	2	5	-	59
Italian,	1	1	1	1	9	13
Polish,	-	3	-	2	-	5
Portuguese,	4	10	-	11	-	29
Russian,	-	-	-	1	-	1
Swedish,	65	116	58	206	34	479
Syrian,	-	1	-	1	1	3
No preference,	893	4,274	700	3,105	24	8,996
Refused,	30	285	50	306	1,886	2,567
Not given,	71	852	58	626	7,299	8,906
TOTALS,	35,804	70,593	35,723	88,554	10,977	241,651

Classified in the above recapitulation are many expressed preferences which may appear, and undoubtedly are, trivial, but this Department does not feel called upon to determine what was in the minds of the canvassers when they made their reports, and in order that no denomination might be slighted all the variations have been included. Wherever it was possible to locate particular church preference from the other information on the cards, it was done, but where this was not possible, the particular preference given was retained. For example, seven persons

were reported as preferring the deaf and dumb church; it was decided by the Committee that this was a part of an institution, and is so recorded at the end of the recapitulation. Again, persons were returned as preferring the Swedish, the Syrian, the German, or other church designated merely by the name of some nationality, and it was deemed best to group these together, which is done at the end of the recapitulation.

The next table shows the largest church preferences by number and percentages.

CHURCH PREFERENCES.	Number	Percent-ages	CHURCH PREFERENCES.	Number	Percent-ages
Adventist,	234	0.10	Spiritualist,	289	0.12
Baptist,	21,117	8.74	Swedenborgian,	393	0.16
Catholic (Roman),	109,400	45.27	Unitarian,	9,157	3.79
Christian Scientist,	981	0.38	Universalist,	4,118	1.70
Congregationalist,	20,319	8.41	Other denominations,	2,231	0.92
Episcopal (Protestant),	17,968	7.44	No preference,	8,996	3.72
Jewish,	11,399	4.72	Refused,	2,557	1.06
Lutheran,	6,249	2.17	Not given,	8,906	3.69
Methodist,	14,013	5.80			
Presbyterian,	4,108	1.70	TOTALS,	241,651	100.00
Salvation Army,	266	0.11			

The summary of church preferences includes 241,651 persons. Of these, the Roman Catholics have 109,400, or 45.27 per cent, of all. The largest Protestant body, as shown, is the Baptists, numbering 21,117, or 8.74 per cent. The number is, however, in our opinion, open to question for this reason, the word "Baptist" appeared first on the card, and the tendency of the canvassers was to record against the first line, yet the correlative information did, in many cases, indicate some other denomination.

The last table shows the church attendance of the 241,651 persons reporting.

Church Attendance.

CHURCH PREFERENCES.	Sunday School Attendance	CHURCH ATTENDANCE				PERCENTAGES		
		Regular	Occasional	Not Given	Total	Regular	Occasional	Not Given
Baptist,	4,411	9,579	5,238	6,800	21,117	45.36	24.81	29.83
Catholic (Roman),	14,570	79,869	5,158	24,373	109,400	73.01	4.71	22.28
Congregationalist,	4,590	9,406	4,682	6,231	20,319	46.29	23.04	30.67
Episcopal (Protestant),	2,316	8,338	4,521	5,109	17,968	46.41	25.16	28.43
Jewish,	273	2,869	2,901	5,829	11,399	25.17	25.45	49.38
Lutheran,	670	2,272	1,375	1,602	5,249	43.28	26.20	30.52
Methodist,	3,210	6,403	3,642	3,968	14,013	45.69	25.99	28.32
Presbyterian,	644	1,944	969	1,195	4,108	47.32	23.59	29.09
Unitarian,	1,112	3,833	2,849	2,475	9,157	41.86	31.11	27.03
Universalist,	579	1,631	1,440	1,047	4,118	39.61	34.97	25.42
Other denominations,	371	1,789	610	1,945	4,344	41.18	14.04	44.78
No preference,	183	364	1,230	7,412	8,996	3.94	13.67	82.39
Refused,	-	-	-	2,557	2,557	-	-	100.00
Not given,	-	-	-	8,906	8,906	-	-	100.00
TOTALS,	32,899	128,287	34,615	78,749	241,651	53.09	14.82	32.59

The section of the card relating to the attendance of the individuals was very imperfectly filled, as is evidenced by the report of 78,749, or nearly one-third, of the persons as not answering this inquiry. Over one-half of the number canvassed were regular attendants at the church of

their preference, and the denomination leading in this respect is the Roman Catholic.

Before the enumeration was undertaken the Bureau agreed to tabulate and print the returns, and the presentation is made in accordance with that understanding. This Department assumes no responsibility for the accuracy of these returns, and is disposed to accept them as indicative only since no previous data relating to the City of Boston exist. The persons who acted as canvassers, owing doubtless to their services being voluntary and also to the fact that they were inexperienced in such work, failed to obtain a proper understanding of their instructions, thus rendering the returns of less value than was anticipated at the beginning of the canvass.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles, the date of publication, when known, being also given.]

Employer and Employee.

[Report of Committee (to Massachusetts Legislature) on Relations between Employer and Employee. Submitted (January, 1904) in Accordance with Resolve approved June 5, 1903.]

The report of the special Massachusetts commission, which has been considering the entire subject of the relations of employer and employee, contains a number of interesting recommendations and discussions. The findings of the commission may be summarized as follows:

1. Against compulsory profit sharing or voluntary profit sharing under State supervision and control.
2. Against a court of compulsory arbitration, but in favor of legislation enlarging the powers and duties of the State Board of Arbitration and Conciliation.
3. Against change in the law for attachment of wages, but providing legislation to prevent assignment of wages for more than two years or under a future employer, or unless executed in person.
4. a. State Board of Education should investigate and report upon feasibility of increasing compulsory school age to 15 years, and, if favorable, child labor under that age should be prevented.
- b. Favors extension of restriction of employment of minors.
- c. Illiterates under 16 to be excluded from gainful labor.
- d. No children under 16 to be permitted to engage in gainful labor between seven P. M. and six A. M.
- e. No legislation restricting hours of child labor until Board of Education makes report.
- f. Fifty-eight hour law in mercantile establishments to be amended to cover month of December.
- g. No legislation on Saturday half-holiday.
- A. Tenement house ("sweat shop") labor to be registered monthly.
- i. State Board of Health and Bureau of Statistics of Labor should investigate dangerous occupations.
- j. State police force should be increased.
5. a. No amendment to Employers' Liability Act.
- b. Employees' Compensation Act should be passed, by which injured employees shall receive compensation from the employer for injuries while in service, based upon their rates of wages.
- c. No compulsory pension fund.
6. a. No legislation on "blacklisting."
- b. Present statute on "intimidation" is sufficient.
- c. No legislation on "boycotting."
- d. No "blanket injunction" to be granted: Penalty for contempt to be deducted from punishment for crime when both are of the same nature. — *The Iron Age, New York, Jan. 28, 1904.*

Child Labor.

The American father wants to educate his children better than he was himself, and in order to do it the wages of the workman must be kept up. If they are reduced the children must be taken from the schools before they get a proper training and be sent out to help support the house. In that way the social standard of the American workman is lowered by the immigrants. — *E. E. Clark in The Railway Conductor, December, 1903.*

The child labor law can only become effective, can only be a real protection to the working child, can only be instrumental in making for better citizenship, as the citizens of Illinois interest themselves to see that this law fulfills the purpose for which it was created. This responsibility falls with especial weight on the women of Illinois, as they were so largely instrumental in bringing it to pass. — *Harriet M. Van*

Der Vaart, Secretary Consumers' League of Illinois, in The Commons, February, 1904.

The industrial interests of the country, whether viewed from the standpoint of labor or capital, cannot afford to ignore the question of child labor. The employment of children in mines, mills and factories is a wrong that should not be permitted in any State in the Union. The future welfare of not only the American wage-earner, but of all the people demand laws that will put a stop to child labor everywhere. — *Organized Labor, San Francisco, Cal., Jan. 2, 1904.*

A tailor died in Chicago at the age of 33 recently, and the doctor gave the cause of his death as "premature senility." In other words, the tailor died of old age. A resident of a college settlement made an investigation and found that this tailor had been running a sewing machine ever since he had been a six-year-old boy. The hard work had stopped his growth and made him an old man at a time when he should have been in the prime of his manhood. — *The Factory Inspector, January, 1904.*

The trade unions have tried and with a very large degree of success to save the children from the factories and the mills and shops, and we are trying now still further. Some of the Southern States have recently responded; others will follow I am sure; but it is due to the organizations of labor which many of our opponents would endeavor to crush out of existence, the credit is due to them of having secured the child labor laws in the several States. — *Address by President Samuel Gompers before National Civic Federation, Chicago, Oct. 16, 1903, in American Federationist, December, 1903.*

Democracy believes to its very core in the modern mobility of industrial and commercial society, that mobility or fluidity which permits the capable and promising individual to rise through its various layers. It believes with all its might that every young American of remarkable capacity should find it easy to rise through all the grades of his trade till he becomes himself an employer and leader. It believes with all its soul that every child should be able to get the best education it is capable of receiving, and that society suffers a grave injury if the upward progress of a promising child is checked or prevented. — *Address of President Charles W. Eliot on Relation of Labor and Capital, Boston, Feb. 7, 1904.*

The recent strikes of the Chicago Candy Makers and the lockout in the National Biscuit Company have revealed conditions that are a disgrace to the institutions of this fair land. For a few dollars a week, women and children are employed at a daily period of 12 and 14 hours in the production of the candies and sweetmeats that are enjoyed by the wives and daughters of the rich people at their opulent tables, while intense suffering and want often press tears out of the fair eyes of our weaker companions in misery, who, toiling along day by day as many hours as they can possibly stand the strain, are oftentimes denied the necessary food and always lack the requisite rest and recreation for the enjoyment of the most modest share of human life. — *Bakers Journal, Cleveland, Ohio, Jan. 9, 1904.*

Child-labor, formerly exceedingly common, is now practically prohibited and made impossible by law in most of the States. Constitutions which under former conditions would have been prematurely weakened and impaired are now permitted to reach a sufficient degree of maturity to more successfully withstand the

inherent disease producing conditions of factory life and other indoor occupations. It is a well-known fact that occupations such as the potteries, glass works, and similar industries, in which children formerly commenced to labor at very early ages, are the occupations in which the after lifetime is very considerably below the average and in which tuberculosis and respiratory diseases are of more than common occurrence. — *Address of Frederick Hoffman before the Tuberculosis Exposition in Baltimore, January, 1904, in Charties, Feb. 13, 1904.*

With this roseate record of what has fallen to the lot of organized labor during the year there is just one little regret to record among the things that might have been. On the statute books of the State are many ample and well-advised measures of interest to the toiling masses; but the most important of all is the one tending to prohibit the employment of children in the shops and mills of the State. This law fails of enforcement because of the lack of competent officers. The laws are comprehensive in the broadest sense of the word, and would, if enforced, do away entirely with the greatest of existing industrial evils. It is specifically stated that no child under 14 years of age shall work in the factories and mills, yet an hour's walk about and in the vicinity of the city will convince anyone of the magnitude of the evasions of the statute. — *The Labor Leader, Baltimore, Jan. 9, 1904.*

We have been successful in the past year in securing the enactment of laws in Oregon, Texas, and Alabama restricting the labor of children. In Alabama the law is not such a one as to give satisfaction, but it is a beginning upon which we may justly count for improvement in the future. In New York and Pennsylvania the existing laws governing child labor have been materially improved. We can be engaged in no more praiseworthy work than to save the children, to protect their lives from the exploitation of avaricious employers, to gain for the children of our time and of the future, not only the right to live, but the right and opportunity of an education, of light and sunshine, and of play, that they may physically and mentally grow and morally expand, that they may become strong men and women of the future, ready to enjoy the privileges and perform the obligations devolving upon them in their time. — *Report of President Samuel Gompers, Twenty-third Annual Convention of the American Federation of Labor at Boston.*

More important, however, . . . is the maintenance in the community of a persistent, lively interest in the enforcement of the child-labor statutes. Without such interest, judges do not enforce penalties against offending parents and employers; inspectors become discouraged and demoralized; or faithful officers are removed because they have no organized backing while some group of powerful industries clamors that the law is injuring its interest. Well-meaning employers grow careless, infractions become the rule, and workmen form the habit of thinking that laws inimical to their interest are enforced, while those framed in their interest are broken with impunity.

Upon parents there presses incessant poverty, urging them to seek opportunities for wage-earning even for the youngest children; and upon the employers presses incessant competition, urging them to reduce the pay-roll by all means fair and foul. No law enforces itself; and no officials can enforce a law which depends upon them alone. It is only when they are consciously the agents of the will of the people that they can make the law really protect the child

effectively.—*Florence Kelley, Secretary National Consumers' League, in Report of Labor Inspector of Kentucky, 1903.*

Child labor has a debilitating effect upon the mental and physical systems that drives men to tramp life. We have a municipal lodging-house in Chicago largely filled with tramps. In addition to housing them, an intelligent effort is made to get them into regular industry. A physician in attendance makes a careful examination of each man who comes to the lodging-house, and last winter we tried to see what connection could be genuinely established between premature labor and worn-out men. It is surprising to find how many of them are tired to death of monotonous labor and begin to tramp in order to get away from it, as a business man goes to the woods because he is worn out with the stress of business life. This inordinate desire to get away from work seems to be connected with the fact that the men have started to work very early, before they had the physique to stand up to it, or the mental vigor with which to overcome its difficulties, or the moral stamina which makes a man stick to his work whether he likes it or not. But we cannot demand any of these things from a growing boy. They are all traits of the adult. A boy naturally is restless, his determination easily breaks down, and he runs away. At least this seems to be true of many who come to the lodging-house. . . . What does this mean? That the young cannot stand up to the grind of factory life; that they break down under it, and that we have no right to increase the list of paupers — of those who must be cared for by the municipal and by State agencies because when they are still immature and undeveloped they are subjected to a tremendous pressure.—*Jane Addams of Hull House, Chicago, in Charities, New York, December, 1903.*

Victor Hugo has called the 19th the woman's century, and it is equally true that the 20th century belongs to the children. It is the aim of the reformer and the philanthropist to get hold of the children, because that is the work that is worth while. All over the world, wherever progressive movements are being carried on, the intellectual and the physical, the moral and the religious education of children is the work that appeals most strongly to those who are laboring to improve the race. The foreign and the home missions, too, a few years ago were preaching to grown-up people, but now the missionary considers that his best work is to teach the child.

Among the movements for the help of children which by and by will be regarded as one of the foremost, is what is known as the child labor movement, but I prefer to call it the anti-child labor cause. The great thing now among reformers is to secure uniformity of law in all of the States. Because Georgia is without child-labor laws, it is hard to get satisfactory laws in Massachusetts. In our own State, children are allowed to work 58 hours a week, provided they are 14 years of age. When reformers have attempted to raise the age limit here they have been met with this argument: If child labor is to be done away with we will be forced to shut up our shops, because, by substituting men for children, we can't compete with those States where child labor is employed. Reformers are trying to have the age raised to 16, but the foregoing reason explains why we can't do that now.—*Address on Child Labor before the Mothers and Fathers Club by Mrs. Estelle M. H. Merrill, Boston, March 1, 1904.*

Over 50 per cent of the inmates of penitentiaries are under 28 years of age. Removed from the healthful,

enjoyable, moral and educational influences and associations of childhood and youth, the growing, impressionable mind of the boy or girl, overwhelmed with lessons of immorality, crime and the baser instincts of hardened natures developed in an atmosphere of degeneracy, gravitates towards penitentiaries. Penitentiaries are penal institutions and not generally corrective. They are society's vengeance, wreaked on its members, for infractions of its protective and progressive laws. While society permits and legalizes systems and institutions which develop criminals, prisons will be necessary to house them and afford society freedom from their presence. Criminals are not regenerated in penitentiaries and are usually more hardened after serving a term of imprisonment. While society permits the practice of child labor and the workday environment of children blunts the finer morals, natural delicacy and modesty, and prohibits the development of a rounded character, many youths with their baser natures and appetites cultivated, and many more made desperate by a premature breakdown of bodily health and strength, are, without the sustaining grace of moral restraint, easy victims to the temptations to commit crime of one description or another and graduate to the penitentiary. Save childhood, and manhood is saved. Reclaim a generation of children from the fell influences of too early toil, and our prisons would soon be depopulated.—*Shoe Workers' Journal, Boston, January, 1904.*

Nothing is more fatal to the future of a young boy or girl than working in a factory before the age of 14 or 15 years, and even at this age, long hours, days, and weeks passed in rooms filled with machinery, etc., necessarily exercise a disastrous influence upon the health. However good the ventilation may be, a factory is a factory. Work in the fields surely does not offer the same disadvantages for the children so engaged. In discussing the wages and hours of labor of workmen it is too often forgotten that a man who began to work young, say at 14 or 15 years, in a factory, and has worked there for a period of 20 years has well nigh exhausted his supply of strength and vigor.

In our country, in our City of Montreal, there are many young children at work in the factories. At the age when they ought to be completing their education, preparing themselves for the struggles of life, they are shut within four walls for at least 10 hours each day. Most of them will never be more than dependents, subaltern employees (unskilled laborers). We can not too forcefully draw the attention of parents to the incalculable wrongs they are inflicting upon their children by having them work in factories or elsewhere before their schooling has been completed. Unfortunately, we lack, in a lamentable degree, practical and technical schools. If we had not classes in Arts and Trades we should have nothing. It behooves the Provincial Governments, the legislatures to develop instructions for the masses, to give them the means of struggling successfully against the races surrounding us, against our rivals.

At the pace at which things are going, the mass of our working population are in the straight way to become drawers of water and hewers of wood for those who know how to appreciate the value of a practical modern education. While we are remaining in the background our so-called public men are taxing their wits to work upon the prejudices of our compatriots to keep them from taking their own interests into consideration.—*La Patrie, Montreal, March 3, 1904.*

The women's clubs of Chicago, in conjunction with the authorities of the city, recently conducted an in-

vestigation of the children illegally employed (under the prescribed working age) whose wages were absolutely necessary in order to enable their families to live. A vigorous campaign was waged in Illinois last winter to secure the passage of a law bettering the protection of working children. The measure, as passed, stipulated that no child under 16 years could work more than eight hours in one day or after seven in the evening and that no child under 14 could be employed at all. As a result, there was a drastic clearing of children out of the stock yards and factories of Chicago. Thousands upon thousands were discharged, for public opinion demanded the enforcement of the law. Then went up a cry of hardship from hundreds of these families. The clubwomen and the public authorities co-operated in investigating these cases. The women entered upon the investigation with somewhat sinking hearts, for among so many hundreds they expected to find at least many scores of cases in which the wages of the working child were necessary. To their own surprise as much as that of the general public only three families in Chicago and five in the remainder of the State were found in which the wages of the child were actually necessary to permit the family to live. In every other case it was found that there was either a father who could be made to support the family, or older children on whose wages the family could manage to live, or relatives who, when approached by the authorities, were willing to assist the family until the child was of legal earning age.

For these eight children, then, the clubwomen of Illinois will supply scholarships equal to the wages they lost by the new law. In the case of the three Chicago children this was \$4 a week for two of them and \$2.50 a week for the third. For this pitiful sum society was permitting these children to grow up without a common school education. The clubs of Chicago will pay these sums weekly until the children are 14 years old. — *The National Labor-Standard, Paterson, N. J., Feb. 20, 1904.*

Child labor is the issue of the day. It is the most absorbing of all social topics. "How shall we save this country from this curse that is overtaking it East and West, North and South — how save the 1,500,000 little ones sacrificing their lives to earn a living?" This question is dealt with by the legislature — dealt with by all reform societies, dealt with by each and every society that stands on a humane platform. Child labor is the particular concern of the labor movement, and for several reasons: First, this great army of little toilers is recruited from our ranks, the working people. These children are the flowers of the poorer working people's families withering before their eyes. Misfortune, ignorance, Mammon's greed — whatever the cause may be which nips these tender flowers off the family stem, it is our families, not those of the rich, that bleed in consequence. Hence their cry of anguish which has aroused the world. Secondly, the selfsame multitude of children toilers works ruin and starvation in the multitude of adult workers. The competition they create in the trades which employ them is destructive to the last degree. Where is the father, or mother, who can compete with his or her child? Working men and women may at times run down so low on the scale of human life as to submit even to "starvation wages." But children's wages are away below this shameful limit. Thirdly, these children — thwarted, cribbed and confined in this, their flowering period — must necessarily give rise to a new generation of deteriorated workers which the labor movement will have to reckon with perforce. What sanguine hopes can we

have of ever educating a generation of wage earners that has been enslaved from its infancy? To stem these evils, present and future, the labor movement has almost instinctively worked out a method which is unique. None compare with it, because none is so direct. Laws may be enacted against child labor, but laws will not always be enforced; are most always dodged. Protest may be raised against child labor. But what protest has ever aroused pity in the hearts of stones? Those who make children, God's chosen people, a stepping stone to wealth and luxury know no shame, protest as loud as you will. The labor unions, feeling the weakness of these and similar methods have instinctively, I say, worked out a method of their own. Recognizing their controlling power as consumers of all necessary commodities, they have addressed themselves to the rank and file in the following language: "As producers you are all interested in various crafts for the production of commodities which the working people at large consume. In some convenient way you can inform this great consuming public which of these commodities is fair Union labor and which is unfair scab labor. The working public, by buying the former and condemning the latter, could not only help you but protect itself. Out of this mutual understanding between the workman consumer and the workman producer sprung the label movement. It is the label which conveys just this intelligence to the working public. The presence of the label on any article is a guarantee that this article was made by Union (in a "close shop" at that); was made for fair wages, in a reasonable number of hours, and under good sanitary conditions. Its absence tells against all these things; tells, also, that the article may have been made in a sweat shop by children, or convicts in prison. This applies to all labels of every trade union. Workmen and women of Cincinnati and elsewhere, in insisting on the Union Label of the International Ladies' Garment Workers, you not only help yourselves and us, but you strike a stunning blow against the greatest of all twentieth century crimes — child labor. — *Philip Davis in The Tobacco Worker, Louisville, Ky., November, 1908.*

In the week before I left for the South I dined with a very charming woman and her husband. Before a table exquisite in its appointments, laden with the best the market could offer and good taste display, sat the mistress, a graceful, intelligent young woman, full of philanthropic, charitable interests, and one whom I know to be devoted to the care and benefiting of little children in her city. During the meal I said to her casually:

"Do you know that in your mills in South Carolina to-night, as we sit here, little children are working at the looms and frames — little children, some of them not more than six years old?"

She said, in astonishment, "I don't know it; and I can't believe it."

I told her I should soon see just how true the reports were, and when I returned to New York I would tell her the facts. She is not alone in her ignorance. Not one person, man or woman, to whom I told the facts of the cases I observed "dreamed that children worked in any mills in the United States!" After my experience amongst the working class, I am safe in saying that I consider their grievances to be the outcome of the ignorance and greed of the manufacturer abetted, aided and made possible by the ignorance and poverty of the laborer. . . . On my return to the North I made an especial effort to see my New England friend. . . . I drew for my friend as well as I could pictures of what I had seen. She

leaned forward, took a brandied cherry from the dish in front of her, ate it delicately and dipped her fingers in the finger-bowl; then she said:

"Dear friend, I am going to surprise you very much."

I waited, and felt that it would be difficult to surprise me with a tale of a Southern mill.

"Those little children—love the mill! They like to work. It's a great deal better for them to be employed than for them to run the streets!"

She smiled over her argument, and I waited.

"Do you know," she continued, "that I believe they are really very happy."

She had well presented her argument. She had said she would surprise me—and she did.

"You will not feel it a breach of affection and hospitality if I print what you say?" I asked her. "It's only fair that the capitalist's view should be given here and there first hand. You own one-half the mill in ———, Carolina?"

"Yes."

"What do you think of a model mill with only nine hours a day labor, holidays and all nights free, schools, where education is enforced by the State; reading-rooms open as well as churches—amusement halls, music, recreation and pleasure, as well as education and religion?"

"I think," she said keenly, "that united, concentrated action on the part of the cotton mill owners might make such a thing feasible; for us to try it alone would mean ruin."

"Not ruin," I amended; "a reduction of income."

"Ruin," she said, frowning. "We couldn't compete. To compete," she said with the conviction of an intelligent, well-informed manufacturer, "I must have my 66 hours a week!"—*Marie Van Vorst in The Woman Who Tolls, 1903.*

Does working by the wife and children make the father's wages low, or must they work because his wages were already insufficient for the family's support before their work began, and would be low whether they worked or not? The trade union doctrine gives a decided affirmative answer to the first part of the above question, and appears sometimes to oppose work by women for wages, on the ground that men's pay should be high enough to support the women as formerly, apart from gainful occupations. Some even say that the father's pay is reduced by the full amount the others in the family earn. This doctrine rests on the same fallacy as the union argument for shortening the work day, and arises from a failure to perceive the limitations of the fact that wages depend upon scarcity of labor to be hired. That they depend upon such scarcity is true; but except when marginal profits are already high, it is true only so far as rise in wages is based upon rise in value of labor's product, which is what the employer buys. . . .

Where people are ignorant and dependent, however, whether the husband be indolent or not, work at wages by the wife and children has always tended to lower the pay of the father. Instead of seeking from all the employers the highest wages their competition to hire help will induce them to pay, he meekly takes what is offered if it will support the grade of life to which the family has been accustomed. A smaller sum is made sufficient for him by the income from the work of wife and children. . . .

The employment of children wastes labor power in a country, by cutting short their education and stunting their growth, thus taking from the total labor product of their adult life a quantity many times greater than what they produce by child work. . . .

Unionism's opposition to child labor is producing good results in labor laws, and in the important matter of compulsory education, though perhaps it is but slightly based on the sound motive of so guarding children as to benefit them and society by making the total of their life service as large as possible. Yet for this opposition there would be, and may be, good reason in desiring boys to grow up strong and resolute, so that they will demand through proper unionism the largest pay in reach, as those boys do who are trained in public industrial schools. . . .

The parent's right of control over the child, to the extent of abuse, has never been recognized by civilized States in modern times. Habitually carrying heavy bundles up five flights of steps, for parents that act kindly, may be worse abuse of a frail child than frequent whippings by parents that act brutally. In the long run, not only would no life be wasted, but less charity would be required, to allow children to grow up to self-support in school supplementing with poor relief what they might earn after school hours, than by permitting them to be made physical wrecks in work for parents. Enforcement of laws regulating work in factories will keep young children out of them, and provide for the health and safety of adults. These laws could be extended, as in New York and Massachusetts, to cover every concern employing one person not belonging to the family. — *George L. Bolen, in Getting a Living, 1903.*

The Employment of Children Act, England, 1903, will come into operation in January, 1904. The protection afforded to children by the measure is two-fold:

1. By statutory provisions which render a certain amount of protection absolute and universal;
2. By an optional power to local authorities to give further protection by means of local by-laws.

The power to make such by-laws being only permissive, it will be necessary for those who care for the welfare of the children to bring pressure upon local authorities to make the Act as fully protective as possible. Every candidate should be urged to pledge himself to support the adoption of the Act by the municipality, and we appeal to those interested in the proper administration of the new law to use every endeavor to bring its provisions before candidates.

The following brief summary of the Act and its provisions shows what it does and what it may do to protect the life, limb, health, and improve the education of the children of the nation.

What it does. The statutory clauses (1) forbid the employment of children (under 14) between nine at night and six in the morning (unless these hours are varied by by-laws); (2) prohibit street trading by children under 11 years; (3) forbid children employed half-time under the Factory and Workshop Act to be employed in any other occupation, and (4) prevent the employment of a child in any occupation likely to be injurious to his health or education. (5) The Act also prohibits the licensing of children under 10 for public entertainments. The age limit has hitherto been seven years. Unless the local authority and the police take effective measures to enforce these statutory provisions they will remain a dead letter.

What it may do. If local authorities adopt the Act and make by-laws, they may (1) prohibit, regulate, or license street trading by persons between the ages of 11 and 16. It is plainly indicated by the Act that street trading by girls under 16 should be entirely prohibited or carefully safeguarded. (Sect. 2, c. 2.)

(2) They may fix any age up to 14, below which employment of any sort is locally illegal. They should be asked to make 12 years of age the lowest limit for

employment out of school hours by children attending school full time, not having a half time certificate.

(3) They may determine the hours between which employment is locally illegal.

(4) They may fix the daily and weekly hours beyond which employment is illegal.

Candidates should be asked to secure considerable restriction in the hours of employment of children in all occupations. It should be impossible in the future to employ a child for 30, 40, or 50 hours weekly. (See Minutes of Evidence taken before the Inter-Departmental Committee on the Employment of School Children.) The work of children in pernicious or undesirable occupations should be prohibited altogether.

It should be noted that the Local Authorities to administer the Act are the Councils of Municipal Boroughs with a population of over 10,000, the Councils of Urban Districts where the population is over 20,000, and elsewhere the County Councils. It should be observed, however, that separate by-laws may be made for a specified part of the area of any local authority (Section iv [4]). It will be seen, therefore, that there need be no difficulty in securing by-laws framed to meet the needs of each locality. Every effort should be made by industrial, philanthropic and educational organizations to secure the efficient enforcement and administration of the Act.—*The General Federation of Trade Unions, London, September, 1903.*

If trade unionism had rendered no other service to humanity, it would have justified its existence by its efforts in behalf of the working women and children. . . . There is no hope for the poor children of the South, except the possibility of succor from trade unions. While the sentiment of the entire country is one of righteous indignation against the cold-blooded, money-seeking owners of Southern cotton and tobacco mills, it needs the constant stimulus of a strong union movement to crystallize this sentiment and render it effective. Many of the owners of these mills, drawing their dividends from an anonymous company, are growing rich upon the flesh and blood of thousands of emaciated wretches, whom they have never seen. The sentiment of the community should be directed against these persons as individuals as well as against the industries they represent, and a concentrated effort should be made so to educate the legislators of the States that they will assume a virtue if they have it not, and in spite of their own selfish ends and aims legislate for the protection of these children.

I wish, even at the risk of tiresome repetition, to insist upon the absolute wastefulness and the utter depravity of this system of child labor. There is no need to search for extreme and exceptional instances of hardship. The ordinary life of the ordinary child in the factory run under ordinary and usual conditions is such as no society should permit. It is a well-known fact that children in mines and factories are much more exposed to accidents than are adults, capable of avoiding recognized dangers. They are also more liable to disease, more liable to the poisoning and infection of their young bodies, more liable to premature death or complete disability. The utter ruinousness of this parasitic exploitation of children before they can arrive at strength or maturity should animate statesmen to legislate against this abomination and destroy it root and branch. We are daily seeing the spectacle of children taken out of school and thrust into factories, with the result that a few years of ineffectual work are added and a great many years of productive and effective labor are lost. . . .

In its attempts to ameliorate the conditions brought about by this cruel exploitation of child labor, trade unionism has met with opposition not only from the more unscrupulous manufacturers, but also from the less intelligent workmen. It is unfortunately a fact that many workmen and even a few trade unionists are still so ignorant that they do not perceive that a prohibition of child labor will improve their own condition, as well as save their children from a useless, if not a vicious, life. The father of a family sees only the two, three, or four dollars which his little boy or girl brings home, and fails to see that these same dollars are taken from his own wages by the employment of his children. It is a fact proved over and over again that the wages of men whose children are not employed are greater than the total wages of the families of men who permit their children to work. The investigation of various bureaus of labor throughout the United States has clearly demonstrated that the entire wages of workmen's children, and even more than this amount, are deducted from the wages of the workmen themselves. This is indisputable, but even if it were not, the workmen of the country should be—and in the majority of cases are—above the temptation to obtain a temporary increase in the income of their families by means of the sacrifice of their own flesh and blood.

The trade unions of this country should stand for education laws in the various States, compelling all children below the age of 16 to attend school for the full term. They should also insist upon the enactment of laws establishing a minimum age of 16 years below which children might not work in mills, mines, factories, or mercantile establishments. These laws should be rigidly, strictly, and equably enforced, and the various evasions due to the deliberate perjury of parents and employers should be guarded against. Provision, I believe, should be made for cases in which such a prohibition of child labor would work undue and exceptional hardship, but these regulations should be of such a nature that no favoritism could result and that no large body of children could be employed. There are a few cases, amounting, perhaps, to two or three per cent of the children drafted into factories and mines, in which the establishment of a minimum age of 16 might work needless hardship, but, as has been shown by the laws of several States, these cases may be provided for without opening the door to numerous evasions and to the practical nullification of the law.

Whatever the specific measure taken by trade unions, their policy must always be based upon the fixed determination to keep children out of the factory and the mine. The prosperity, the very existence, of our civilization depends upon the safeguarding and protection of the child, depends upon the immunity of the weak from the oppression and aggression of the strong and unscrupulous. No trade unionist is loyal to his cause, who is not solicitous for the welfare of the least of the little children in industry, and no permanent progress can be attained until all workmen and all well-intentioned members of society are united in a determined effort to protect children and to guarantee to them a happy, healthy, and useful existence.—*Organized Labor, by John Mitchell, 1903.*

The question of child labor is not a new one in the State of Kentucky. . . . Whilst the Child Labor Law, placing the age limit for children to work in factories, workshops, etc., at 14 years, has only been on our statute books 18 months, it has been the means of checking the growing tendency of employing children. Still there remains much to be done in order

to strengthen the law in its weak points. The present law designates the county judges and county attorneys of this Commonwealth as the sole custodians of the law. They can destroy much effect of the law if careless in granting permits for children to work. Unfortunately, this has been the case in many counties throughout the State. Several judges have granted permits to children ranging all the way from eight to 12 years of age; a majority of them can not read and write, not to speak of the nature of the work they are to perform, the long hours of labor and the dangerous and unhealthful conditions surrounding them. These children, in most cases, are required to work 12 hours daily. I am happy to say, however, that a majority of judges of the various counties administer the law splendidly, guarding it as they would their lives. However, the law should be amended so as to require county judges to ascertain whether or not the child can read and write the English language before granting them permits, no matter how justifiable the case may otherwise be. This would, in my opinion, put a check on the heartless parents, who themselves have never received educational training, and consequently never consider the need of education for their children, nor look to their future welfare, their only desire being to hire out their offspring as slaves of capital for some small-moneyed consideration. It is especially shameful that in this State there should be found any parents so brutal as to knowingly and wilfully give their written consent for the employment of their children to operate and work about machinery of the most dangerous character; besides, they exonerate such manufacturer from all blame for accidents or even deaths that might occur to such child while so employed. I have personally read and examined many such statements of consent. The Labor Inspector should be given the power to remove children from all such places deemed unsafe and dangerous to life and limb, and I shall so recommend. . . .

As shown in the review of the work of inspection, we have caused to be dismissed 807 children under 14 years of age; we have required 930 sworn statements of children who appeared of a doubtful age; we have examined 684 permits granted by county judges. Many children worked months without having certificates on file showing that they were past fourteen years of age. Their employers, in many cases, being too busy to attend to the matter themselves, must trust entirely to their foremen in these matters. Copies of the law have been furnished to proprietors, foremen, owners, and all other persons having the right to hire and discharge, and as much publicity has been given the law as could be obtained, in order that none could plead ignorance of the law and its contents.

I desire to say that, in my opinion, no question has more keenly interested the citizens of Kentucky, regardless of their standing in life, than the one of child labor. Right-thinking people of all classes recognize that taking children from school at a youthful period and placing them in factories, workshops, etc., cuts off opportunity for physical and mental development. If there is one thing upon which people are more generally agreed than any other, it is that the existence of a government conducive to the highest prosperity of all is dependent upon the virtue, health, and intelligence of the masses who compose it. Children forced into factories and other kinds of employment at an early age can not, except in very rare cases, develop into intelligent, robust men and women. . . . If certain tendencies in our industrial development are found to be at war with the proper education of the youth of our State or country, no argument is needed to convince any thoughtful person that such

tendencies should be checked. Even if goods are made cheap, is not the cheapness purchased too dearly if purchased at the expense of stunted, crippled, and dwarfed human beings? We can not afford to destroy men and women in their childhood for the sake of cheapening commodities. An advancing civilization is more important than that a few individuals shall secure great wealth. There is, moreover, an actual economy to the State in so educating and developing its youth as to produce the highest and best type of citizenship, as compared to allowing men to be reared in an atmosphere of withering toil, ignorance, and unhealthful surroundings. . . . Undoubtedly the most serious offenders in this State, in the line of working children when they ought to be attending school, are the worsted, cotton, woolen, and blanket mills and the cordage, hemp, tobacco, and box factories. We have done all in our power, however, to give those little wage-earners better protection on machinery as well as ventilation and sanitary regulations. — *Bureau of Agriculture, Labor and Statistics, State of Kentucky, Report from July, 1902 to December, 1903.*

A decrease in the total number of children in New York given permits to work, an elimination of the perjury by parents — used under the old law to get children into factories and stores, the establishment of systematic co-operation between the authorities which enforce the law and the authorities which investigate and, if necessary, relieve the poverty conditions, so often alleged as the cause of child labor — these are some of the facts brought out in a report of the Child Labor Committee of New York.

The new law has been in operation since October 1. During the months of October, November, and December certificates were issued to 2,922 children in New York City, or 67 per cent of all who applied; whereas during the same months of the preceding year certificates were issued to 4,353 children, or 80 per cent of all who applied. The stricter requirements which have caused this change are as follows:

1. A minimum age.
2. A minimum amount of schooling.
3. Proof that the child has been observing the compulsory school law.

For 18 years the minimum age in New York State has been 14 years, but not until the present time has any real evidence of age been required. There is good reason to believe that under the old law more than half of the affidavits filed by parents regarding their children's age were false. Under the new law the parent's word is not recognized as proving age. For every certificate issued there is filed some official or religious paper as evidence of age. From an examination of more than 200 of these certificates it appears that in 41 per cent of the cases official birth certificates were filed; in 41 per cent, baptismal certificates; and in 11 per cent, confirmation or Jewish "Barmitzva" certificates. Circumcision certificates and passports are also filed in a few cases. The number who are unable to produce the proof of age required is gratifyingly small, an average of but 18 a week in the borough of Manhattan.

In requiring a minimum amount of schooling in addition to a minimum age, New York is in advance of all other States in the union. The provision is practically that 14-year-old children who wish to work must have reached at least the grade of the average 12-year-old child. In addition to this, children must prove over their principal's signature that they have been keeping the school law — that is to say, have been attending school regularly up to the age of 14 years. The enforcement of these conditions has revealed the fact that over 7,000 14-year-old children in the

public schools alone were in or below the 12-year-old grade, and were thus ineligible for work certificates had they all applied. Prompt action has been taken by the Board of Education to remedy this condition by the formation of special classes for the more individual treatment and more rapid advancement of such children. The number of children refused because they are below grade or because they have been violating the school law averaged 48 a week in the borough of Manhattan between November 21 and January 2.

The harmony between the compulsory education and child labor laws, secured for the first time last winter, has made the basis of a co-operation between the Boards of Education and Health which was impossible before. The names of all children who are refused work certificates by the Board of Health are now sent each week to the Board of Education, and attendance officers see to it that they remain in school. These children are sometimes 14 and even 15 years of age, but are rejected because of their deficient schooling. They are required to remain in school until they reach the age of 16 years unless they qualify for work before that time; similarly, co-operation has been established with the State Department of Labor. Inspectors of this Department find from 25 to 50 children a week working illegally in factories. The names of such children are sent regularly to the Board of Education. They are thus not merely turned into the street or left free to find illegal employment elsewhere; they are placed in school and kept there until they qualify for work.

To anticipate the complaint that the law works a hardship in cases where it is claimed the child's earnings are needed for the support of the family, the Child Labor Committee announced that it would see that no suffering was caused if such cases were brought to its attention. The 69 cases of this character referred to the Committee have all been provided for through the regular relief societies of the city. In 51 instances visits to the homes proved, usually on the admission of the parent, that the child's earnings were not really needed. In 13 cases need of a temporary character was discovered and relief was given until the family again became independent by the re-employment of the wage-earner who had either been out of work or sick. Five cases remain where the need was continuous; in each of these the child is now kept at school, the family receiving what is termed a "scholarship," nearly if not equivalent to what the child could earn if it had been allowed to work. But only a part of the cases of this character have been brought to the attention of this Committee; many have been referred direct to the relief societies by the district superintendents of schools in accordance with instructions recently issued from the Board of Education. — *Report of the Child Labor Committee, New York, on New Child Labor Law, 1904.*

One of the most far-reaching among the recent laws of Germany is that governing the employment of minors in industrial pursuits, enacted March 30, 1903, to take effect on the first day of January, 1904.

This law forms the last link in a long chain of legislation aimed against the abuse of infant labor, and is thought to complete the protection of children from industrial exploitation.

Infant labor, apart from that in industrial plants, was hitherto beyond control, especially that found among "home manufacturers." The latter employment embraces by far the larger number of children thus held to labor, latest statistics showing that only 27,000 German children under 14 years of age labored in factory plants, while 532,283 under that age were engaged in diverse industrial pursuits outside of fac-

ories, thus comprising six percent of all German children of school age.

The law in question primarily differentiates between employments in which children's labor is absolutely prohibited and such as admit of the labor of children under 14 years of age, certain restrictions and safeguards being observed.

Inhibited trades comprise building operations of all kinds, brickyards, certain classes of manufacturing establishments, the breaking of rocks, chimney sweeping, hauling or teaming, grinding or mixing of paints, and work in cellars or vaults. The law itself permits the upper house (Bundesrath) to extend the prohibition to other trades not enumerated. Some trades or occupations are named in the conduct of which such children may be only employed as messengers or for the doing of chores. In still other trades the law draws distinctions between the employment of non-related and own children. The latter term is sufficiently comprehensive to include more remote descendants, nephews, nieces, wards, stepchildren, and any other minors that regularly constitute members of the household.

Infants are defined to be such as are under 13 years of age, as well as such boys and girls still subject to compulsory school attendance. The employment of one's own children is permitted in a somewhat larger degree than that of nonrelated children, provided always that the industry itself is not a prohibited one.

In manufactories, trades, and traffic the employment of nonrelated children under 12 years of age is absolutely prohibited. Own children are protected from such employment when under the age of 10 years. Employment of nonrelated children over 12 years of age is also forbidden between the hours of 8 P.M. and 8 A.M., as well as before the beginning of the morning school hour. The labor of such children must not exceed three hours per day during school terms, nor four hours per day during vacation. A recess of two hours must be afforded during the middle of the day. In the afternoon such employment can only begin a full hour after close of school. The same provisions cover the employment of own children over 10 years of age. Such own children are forbidden to labor in the homes or shops of parents or guardians for strangers. Neither own nor other children can be employed in public theatrical exhibitions; but the proper authorities may permit an exception where the school authorities are convinced that interest in art or science will be promoted and the morals of the child not imperiled thereby. Due care is also required that no injury to health be sustained through the child's participation in such exhibitions.

In the conduct of inns and taverns children under the age of 12 years can not be employed in any capacity, nor may young girls be engaged in serving guests. The employment of children over 12 years old in such branches is subject to the same restrictions above set forth relative to their employment in factories, trades, and traffic. But in towns having less than 20,000 inhabitants, the local magistrate, after consultation with the school authorities, may permit exceptions in instances where inns or taverns are customarily conducted only by members of the families of proprietors, and a satisfactory showing is made that the child's morals are not improperly affected thereby.

One of the chief lines of infant labor in this country is the carrying of parcels or messages. According to statistics, 42,837 children in Germany are employed in carrying bakers' wares, 45,603 in carrying newspapers, and 35,900 as messengers simply. This law draws a wide distinction between own and nonrelated children

with regard to this species of employment. Nonrelated children are protected by the same provisions which are above set forth relative to factories, trades, and traffic, but with a certain transition period provided. From January 1, 1904, to January 1, 1906, the governing authorities, with the advice of the school authorities, may in each district, or parts thereof, permit the employment, in certain or all of the trades, of children over the age of 12 years as early as 6.30 A.M. and before the opening of school, but not longer than one hour preceding such opening, and this permission must cease absolutely after January 1, 1906.

Own children may be employed in the carrying of goods or messages without other limitation than such as may be established by way of police regulation. Finally, this law contains provisions relative to Sunday as a day of rest. Nonrelated children can not, as a rule, be made to labor on Sundays and holidays. Such restriction is, however, not enforced as to Sunday exhibitions which serve to promote the interests of science and art. The delivery of parcels and messages on Sundays is limited to two hours and can not continue after one P.M. Neither may the same occur later than 30 minutes preceding the main church service, nor during the same. The employment of own children on Sundays is prohibited only in factories, trades, and traffic, while otherwise their work is no more restricted than on week days.

Every employer about to hire children pursuant to the terms of this law must notify the local police authorities of such intention. This notice must set forth the location and character of the establishment where such children are to labor. No such notice need be given where the employment is a merely occasional one or for disconnected chores. The regular employment of an infant is unlawful until the prospective employer shall have secured an employment card for such infant. The police department of the locality where the child was last domiciled must issue such card gratuitously on application or with the consent of the person standing *in loco parentis* to the child.

The employer must preserve this card, produce the same upon official demand, and surrender it to the parent or guardian of the child upon conclusion of the employment.

The chief difficulty in the enforcement of this law, it is believed, will be found in the question of control, especially so with regard to children working at home. On the one hand, a too rigid espionage upon the domestic affairs of each family was justly deemed undesirable, while, on the other, a certain measure of police interference could not be avoided. Section 20 of this law, therefore, empowers that the police authorities of the district, in cases where abuses appear, may, after consultation with, or on motion of, the school authorities, either limit or altogether prohibit the employment of any infant in the manner otherwise permitted, or cancel its card and forbid the issuance of a new one. The police authorities are further permitted, in order to abolish conditions seriously endangering good morals, to limit or altogether forbid the employment of children in certain inns or taverns.

The body to whom the general enforcement of the law is intrusted in Prussia is the board of trade inspectors (*Gewerbe-Inspektoren*). To this end, they shall possess all the official powers of the local police authorities, especially that of constant inspection. However, such inspections may not occur at night in private dwellings where own children alone are engaged, unless good cause shall exist to suspect that such children are made to work at night. While the law does not more closely define the term "night," it may be assumed that thereby the usual hours of rest

and abstention from work are intended. At least there is nothing in the law to indicate that the legislators thereby intended the period from eight P.M. to eight A.M.

The law prescribes certain penalties to enforce obedience to its requirements, and an habitual violation thereof may be punished by imprisonment for a term of six months.

As a novel regulation this law at the beginning will probably be found irksome by both employers and parents, and it is predicted that efforts at circumvention will not be wanting. Much aid in creating a proper sentiment in favor of the law, as well as in assisting toward a rigid enforcement of its beneficent provisions, is expected from the school authorities, to whom the law itself has given a voice in furthering its sociological aims. The public policy which dictated the enactment of the law is almost universally recognized as sound and humane. — *Hugo Muench, Consul, Plauen, Germany, Dec. 10, 1903.*

Our attention has been called to the desirability of absolutely prohibiting from employment children under 16 years of age who are illiterate; to the prohibition of child labor in occupations not now covered, and to the prohibition of the labor after seven P.M. of all children working for gain. The labor of children is regulated at the present time in three ways: (1) by the absolute prohibition to engage in certain industries until a certain age has been reached; (2) by the regulation of the hours of labor; (3) by the requirement of certain educational qualifications. . . .

The proposition to raise the age limit at which children shall be permitted to work in factories, workshops and mercantile establishments is one of the deepest importance, and deserves the most careful consideration. It is in line with past legislation in which Massachusetts has taken an enviable lead. In 1867 the age limit in factories and workshops was fixed at 10 years; in 1888, at 13 years; and in 1898, at 14 years; at the latter date the prohibition was extended to mercantile establishments. It is now proposed to raise this age limit still higher. . . . The total number of children reported as employed in manufacturing, mechanical, and mercantile establishments has not fluctuated greatly during the past 10 years. Proportionally to the total number of adult operatives engaged in manufacturing and mercantile pursuits in Massachusetts, there has been, indeed, a marked decrease. In 1892 the ratio of child to adult labor, as represented by the returns of the factory inspectors, was one child to 18 adults; in 1897, as one to 27; and in 1902, as one to 31. We cannot, however, ascribe the results indicated by these favorable figures to the influence of legislation alone. Improvement in machinery has made automatic many processes formerly given into the hands of children; public sentiment has undoubtedly had some influence in discountenancing the employment of children; many employers are averse to child labor; and fluctuations in industrial activity frequently effect marked changes in the employment of minors. . . . In addition to the legislation absolutely excluding children from certain occupations, two States — New York and Illinois — have recently passed certain measures which practically shut out children 14 and 15 years of age from a large range of employment. New York, for instance, restricts the labor of children under 16 to nine hours a day, and Illinois to eight hours a day. . . . From this point of view, these two States may be said to have gone beyond Massachusetts in child labor legislation. It must be admitted, however, that the problem of child labor in Massachusetts is more difficult to adjust than in the two States named. Child labor here is

more concentrated in a few industries, and these industries compete with rivals in States which are only beginning to restrict child labor to any considerable degree. About one-half of the children between 14 and 16 years are to be found in the textile mills.

While an immediate increase in the age limit of children to 16 as a condition of employment might be a hardship to some of the industries of the State, we believe that there is no sound reason for concluding that the age of 14 is to be accepted as the final limitation. The general welfare of the Commonwealth would be subserved if children could be kept in school for a longer period of youth; such a restriction would also undoubtedly tend to diminish the migration to this State of less intelligent grades of labor, which rely upon the earnings of small children for the support of the family; and it would in the long run also increase the intelligence, and, ultimately, the efficiency of its labor force. This view is strengthened when it is seen that a very considerable number of children now leave school before the conclusion of the grammar grade. Many children from the foreign elements of our population pass into the ranks of the employed from the sixth and even the fifth grade of schooling. While it may be undesirable as yet to establish a definite educational qualification, as expressed in the completion of so many grades of the school curriculum, as a prerequisite to entering upon employment, it certainly is desirable that the State should throw its weight in that direction. It is also true that many children at the age of 14 are physically undersized; that in some cases parents are untruthful in statements made in regard to the age of children, and that this deception is made the more possible with an increasing immigration from countries in Eastern Europe or Asia. In view, however, of established industrial conditions, it does not appear desirable to increase the age limit at one stroke by as much as two years; and we are impressed by the fact that, inasmuch as any legislation which would result in preventing children from engaging in gainful occupations necessarily demands an extension of the compulsory school age, the question cannot be satisfactorily settled without some discussion of the educational factors involved, as well as of the industrial interests which are concerned.

The educational aspects of this question are obviously of the gravest importance. On the one hand, is it wise to force all children 14 years of age to attend school, and not permit them to follow a natural impulse to become wage earners, either on their own account or for the benefit of the family when in distress? On the other hand, is our educational curriculum so varied at the present time that it can meet the wants of all children after they have arrived at the age of 14? Objection to an increase in the school age is made on the ground that some children after the age of 13 are actually better off in the factory or the store than in the school-room,—they become restless and discontented; sound psychology, it is asserted, demands that these children should not be denied the exercise of their talents in industrial activity; if repressed, or forced against their will to attend school, they are apt to deteriorate in character and to lower the general discipline of the school. It is also declared that many schools are not yet prepared to furnish adequate educational facilities for a much larger number of children above the age of 13; this would demand an enlargement of high school and other forms of educational investments which are very expensive.

In regard to arguments of this character, we do not feel warranted in expressing a definite judgment; the

truth can be determined only by a prolonged inquiry from superintendents, teachers, officers of children's institutions, and school committees. It is recognized that in the past somewhat similar objections have been made to an increase in the compulsory school age and the age under which employment was forbidden; and we have already observed that there may be no sound reason why the Commonwealth should accept 14 years as a final limit. We therefore believe that the subject of raising the compulsory school age to 16 should be reported upon by the State Board of Education after legislative authorization. . . . If the report of the Board of Education be favorable to an increase in the compulsory school age to 16, we recommend the passage of a bill stipulating that no child under 16 years of age shall be employed in any factory, workshop, or mercantile establishment. . . .

A second proposition restricting the scope of child labor relates to an extension of prohibition to occupations not now covered. Children under 14 years of age can now work in employments other than factories, workshops, and mercantile establishments when school is not in session. They can thus work in offices and hotels; engage in street trades, as newspaper boys, bootblacks, and peddlers; deliver for express or telegraph companies, or act as messengers. If employment throughout the day is considered undesirable for children under 14 years of age in factories and stores, it would seem equally so for children in business offices, hotels, and in express or messenger service. Restrictions have already been extended over some of these employments in New York and Illinois. New York has this year extended the child-labor law to protect children in cities of over 3,000 inhabitants, employed in business offices, telegraph offices, restaurants, hotels, apartment houses, and "in the distribution and transmission of merchandise or messages" (Acts of 1903, c. 255); and Illinois includes in the list of employments prohibited to children under 14, work in offices and hotels. We therefore recommend the passage of a bill extending the restriction of the employment of minors. . . .

While we are not yet prepared to recommend the exclusion from labor in gainful occupations of all children under 16 years of age, we believe that illiterates under 16 years of age who cannot read at sight and write legibly in the English language should not be permitted to engage in employment while day schools are in session. At the present time all illiterate minors, including those 16 years and upwards, are obliged, if they work, to attend an evening school (R. L., c. 106, § 35). . . . Undoubtedly the work of these schools is well done, but in many instances this double duty of day labor and evening attendance we believe to be a hardship to children as young as 14 and 15 years old. It does not conduce to the development of an educated electorate. The exclusion of illiterate minors under 16 from employment will create some hardship in individual families and possibly be temporarily an inconvenience to some mills; but if a minimum amount of education is regarded as a condition to the franchise in Massachusetts, a consistent policy demands that the school retain its claim upon the child to at least the age of 16, in order to make good this condition. We therefore recommend a bill forbidding the employment of minors under 16 years of age who cannot read and write in the English language. . . .

Various propositions have been made to prohibit further the labor of children at night. In 1888 a law was passed preventing night work by children under 14 years of age between seven P. M. and six A. M.; and in 1890 a restrictive measure was enacted prohibiting minors from working in manufacturing establishments

between 10 P.M. and six A.M. These laws still stand. In addition, there is an implied limitation upon night work of minors in mercantile establishments, by the law limiting the number of hours of labor to 58 a week, except during the month of December. . . . The arguments in favor of shutting children out from night work are so obvious that they do not need extended discussion, nor does it appear that one kind of employment should be favored as against another. The physical and moral advantages to be gained by exclusion from night work are common to all children. We therefore recommend that no children under 16 years of age be permitted to engage in any gainful occupation between seven o'clock in the evening and six o'clock in the morning. . . .

Some of the bills brought before the committee propose that the labor of children shall be restricted by reducing the number of hours of labor a day or a week, as, for example, to nine hours a day, or 54 hours a week. Inasmuch as the labor of children interlocks in some industries with the labor of adults who now work 10 hours a day, we fear that such a restriction would practically result in the discharge of children from employment. Such an outcome would be unfortunate, unless the children were forced to attend school by a change in the compulsory school law, already referred to. We therefore do not favor the consideration of legislation further limiting the number of hours of labor of children until that question is reported upon by the State Board of Education.

It has been represented that much hardship results from the exception made in the 58-hour law (R. L., c. 106, § 23), by which women and minors in mercantile establishments may be compelled to work long hours

during the month of December. We understand that as a rule, many of the larger stores do not take advantage of this exception, but obey the spirit of the 58-hour law throughout the year. We see no reason why all establishments should not conform to the more considerate practice of the majority. If stores find it necessary to keep open evenings in order to satisfy the requirements of customers at the holiday season, arrangements should be made for adjusting the hours of employees throughout the day so that the total number of hours does not exceed 68 a week. If more assistance is needed because of additional trade, we see no reason why exceptional burdens should be placed upon the old employees, instead of hiring an additional force. We consequently recommend a bill extending the provisions of the 58-hour law for women and minors so as to include the month of December. . . . In the opinion of this committee, present conditions do not justify us in recommending any change at this time in the law restricting the labor of women and minors to 58 hours a week, except as above proposed.

The foregoing recommendations refer to fundamental principles, — that children should be educated, rather than work; that they should not work in the evening; that ignorance is inconsistent with good citizenship; and that legislation should be uniform for all months of the year. Whatever amendments to our factory laws are found wise in the course of experience, in order to enforce these principles, should be cheerfully supported. No obstacles should be placed in the way of perfecting amendments — *Report of Committee on Relations between Employer and Employee, Massachusetts, January, 1904.*

BI-MONTHLY RECORD OF STRIKES AND LOCKOUTS.

Massachusetts seems particularly free at the present time from labor disturbances of a serious or protracted nature. With the exception of the strike in the printing trades and the lockout of the Atlantic coast seamen, both in Boston, as well as the strike of the weavers at the Dartmouth Mill, New Bedford, the disputes have been of minor importance and of short duration.

Consideration as to the number of strikes and lockouts during January and February, 1904, shows 25, a comparatively small number as against 42 for the corresponding period in 1903, and 44 for the first two months of 1902.

A lessening of the number of strikes and lockouts resorted to may be attributed largely to the organization of employers and the growing disposition on the part of employers and employees to secure joint trade agreements. This is a very noticeable feature of the present industrial situation, and is considered the most effectual method of preventing labor difficulties.

The increasing tendency of employers to have recourse to the courts in ti or lockouts may prove eventually to be a potent factor

in the reduction of these difficulties. Injunctions are being constantly sought and issued, not alone, as will be noted from recent decisions in the Massachusetts courts, against intimidation, picketing, and coercion, but for diverse grievances such as sympathetic strikes and for the prohibition of certain strike benefits.

Of the 25 strikes and lockouts in the Commonwealth during the first two months of 1904, there occurred eight in January and 17 in February. The distribution and numbers of the disputes by cities and towns may be seen in the following statement: Boston and Lynn four each; New Bedford and Worcester two each; and the following one each: Athol, Clinton, Fairhaven, Fall River, Gardner, Haverhill, Melrose, Northampton, Clinton, Revere, Springfield, Uxbridge, and West Springfield. The causes and results of the strikes and lockouts are shown in the following table:

CAUSES.	RESULTS					Total Strikes and Lockouts
	Succeeded	Com- promised	Failed	Pending	Not Stated	
Wages,	-	2	3	6	1	12
Wages and other grievances, . . .	-	-	2	1	-	3
For reinstatement of discharged em- ployee,	-	-	3	-	1	4
Against employment of non-union men,	1	-	-	1	-	2
Other causes,	1	1	-	2	-	4
TOTALS,	2	3	8	10	2	25

As to the duration of strikes and the number of strikers involved, we find that one strike lasted one day and involved 35 workmen; three lasted two days and involved 100 workmen; one involved 175 workmen and lasted five days; one involving 18 employees lasted one week; one lasted 10 days and involved 15. In 10 instances, the disputes were pending at the close of the period, the aggregate number involved at the inauguration of the troubles being about 1,650 workmen. In seven strikes, involving about 450 workmen, places were filled as soon as possible.

In the aggregate, the number of strikes settled during the period, for which both duration and number of strikers were given, involved 345 strikers, the total working time lost being 1,370 days.

As was stated at the beginning of the summary, the most important strikes were those involving the printing trades and the coast seamen of Boston, as well as the cotton operatives at the Dartmouth Mill, New Bedford. As these are pending at the close of our period we shall reserve an extended account of same until the May Bulletin, and give here but a brief statement of each.

On February 1 about 250 compositors of printing establishments in Boston struck to enforce acceptance of the new price list presented by Typographical Union No. 13 to the Typothetæ and firms outside of the

association. The strike affected directly and indirectly about 800 employees; within two days 30 firms had granted demands and compositors had returned to work; but, on the other hand, the number of strikers was being enlarged by additional firms refusing demands and compositors going out. On February 4, the pressmen and press feeders in some establishments went out in sympathy. Subsequently the Typothetæ instituted proceedings for an injunction to prevent a sympathetic strike, and to restrain Typographical Union No. 13 from paying benefits to pressmen and feeders striking in sympathy; a temporary injunction was granted. The Typothetæ later asked for an injunction forbidding the strikers from interfering with their interests by inserting advertisements asking pressmen and feeders to remain out of the city during the strike, advising men not to take strikers' places, etc. The court held this measure in abeyance awaiting the complete findings of the case now being heard.

A lockout was inaugurated on January 28 by the Atlantic Coast Carriers Association and other ship owners upon members of the Atlantic Coast Seamen's Union resisting a reduction of \$5 a month in wages. About 400 sailors were involved; about 150 men in Boston are out at present and about 2,500 men are out all along the coast. The Association asked for an injunction on February 25 restraining the officers and members of Atlantic Coast Seamen's Union from interfering with the business of the Association by force, threats, or intimidation upon any persons seeking their employment, or by promises to pay board, or by persuasion of any nature; the court granted a temporary injunction.

On February 12 about 530 weavers at the Dartmouth Mill, New Bedford, struck because they would not submit to a rule obliging them to wash the floor under their looms, a custom that had been in force for several years. About 100 weavers returned to work the following day; strikers' places have been partially filled, and about one-half the weave room is running at the close of our period. Weavers Union involved.

PRICES OF CERTAIN ARTICLES OF FOOD IN TORONTO, CANADA, AND MASSACHUSETTS.

In a weekly newspaper published in Toronto, Canada, entitled *The Toiler*, appeared on February 5, 1904, an advertisement of a large grocery house quoting prices for certain articles of food. These prices are given in the first column of figures in the following table. We show in comparison prices obtained in certain of the cities of Massachusetts in stores of the same character and grade as the one in Canada. The local prices were obtained in February.

ARTICLES.	Toronto, Canada	Boston	Fall River	Haverhill	Lynn	New Bedford	Salem
Granulated sugar (9 lbs.), . . .	*\$0.25	\$0.40½	\$0.43	\$0.45	\$0.45	\$0.50	\$0.45
Potatoes, best (1 peck), . . .	.12½	.30	.35	.30	.20	.30	.32
Butter, fancy dairy (1 lb. prints), . . .	.19	.25	.30	.30	.30	.32	.32
Butter, choice, large roll (1 lb.), . . .	.18	-	.27	.26	.24	.26	.24
Cheese, very best (1 lb.), . . .	.11½	.17	.14	.16	.15	.18	.16
Taploca, best (7 lbs.), . . .	.25	.31½	.49	.42	.25	.49	.35
Rice, good (5 lbs.), . . .	.25	.21	.31	.35	.30	.40	.40
Beans, best new (5 lbs.), . . .	.25	.30	.41	.63	.36	.40	.37
Cornmeal (10 lbs.), . . .	.25	.23	.28	.25	.30	.30	.30
Graham flour (10 lbs.), . . .	.25	.25	.25	.30	.25	.35	.30
Ham, best boiled (1 lb.), . . .	.25	.16	.28	.30	.28	.30	.28
Lard, good white (1 lb.), . . .	.10	.10	.11	.11	.09	.11	.10
Nutmegs, large (15), . . .	.10	.08	.15	.15	.15	.14	.15
Malta Vita (2 pkgs.), . . .	.25	.25	.30	.25	.25	.30	.25
Grape Nuts (2 pkgs.), . . .	.25	.24	.25	.24	.25	.30	.24
Rolled oats (3 pkgs.), . . .	.25	.24	.30	.27	.30	.30	.30
Flaked wheat (3 pkgs.), . . .	.25	.33	.38	.45	.36	.39	.36
Force (2 pkgs.), . . .	.25	.25	.25	.24	.26	.30	.25
Vim (2 pkgs.), . . .	.25	.30	.30	.38	.45	.30	.38
Lemons, large juicy (8 doz.), . . .	.25	.45	.60	.75	.42	.60	.60
Oranges, large sweet (3 doz.), . . .	.25	.67	1.05	.90	.60	1.20	.75
Starch, silver gloss (3 pkgs.), . . .	.25	.30	.24	.27	.25	.24	.24
Pearline (6 pkgs.), . . .	.25	.36	.60	.60	.25	.60	.58
Soap, best laundry (10 bars), . . .	.25	.37	.40	.43	.45	.45	.50

* In combination with an order including special goods.

INDUSTRIAL AGREEMENTS.

The presentation of trade agreements between employers and employees was begun in Labor Bulletin No. 28, November, 1903. The subject will be given like consideration in this and subsequent issues of the Bulletin.

Boston.

CARRIAGE AND CAB DRIVERS.

Employers and Carriage and Cab Drivers Union
No. 128.

1. That 11 hours in 12 shall constitute a day's work, the dinner hour to be as near the middle of the day as possible.

2. That \$2 a day shall be the minimum daily rate of wages.

3. That all overtime, when it is necessary for drivers to work more than 12 hours, shall be paid for at the rate of 25 cents an hour or fraction thereof for each and every hour worked.

4. That five hours be equal to half time or \$1.

5. That members of this union be given work in preference to any other if of equal ability.

6. That no man be discharged for being an active worker in the Union.

7. That any driver suspended on account of accident be paid for time lost, provided it is proved he is not at fault.

8. That no driver be compelled to work for any man who is having trouble with his employes or who is unfair to labor.

9. This schedule to be in force for one year from December, 1903.

TEAM DRIVERS.

International Brotherhood of Teamsters, Local 25,
and the Master Teamsters of Boston.

1. Eleven hours in 12, from six A.M. to six P.M. shall constitute a working-day. Said time shall com-

mence from time of reporting at stable till time of dismissal at night. One hour, on or as near the usual hour 12 to one as possible, be allowed for dinner.

2. All time over and above said time shall be paid for at the rate of 25 cents an hour, or fractional part thereof, except Sundays and legal holidays, which shall be paid for at the rate of double time. (It is understood that men shall care for horses on the mornings of Sundays and holidays and pile sleds on one holiday without extra pay, and that in no case shall the payment for a holiday be deducted. If a man is called upon to work on a holiday, he shall be paid 25 cents an hour additional.)

3. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, Memorial Day, June 17th, July 4th, Labor Day, Thanksgiving and Christmas. Under no circumstances shall any member of the organization be required to work on Labor Day. The days herein named shall not be deducted from the regular weekly wages.

4. All outside lumpers shall receive 40 cents an hour, and all time over and above said 11 hours shall be paid for at the rate of time and a half, i.e., 60 cents, fractional parts of an hour to be paid for at the rate of one hour.

5. Regular lumpers shall receive not less than \$14 a working-week. Laborers shall receive \$12 a week. A lumper is one who takes responsibility and directs operations; a laborer is one who has no responsibility and only uses physical energy.

6. The minimum rate of wages a week for drivers shall be as follows:

1.horse light wagons,	\$11
1.horse heavy wagons,	12
2.horse wagons,	14
3.horse teams,	15
4.horse teams,	16
5.horse teams,	17
6.horse teams,	18

Fifty cents extra a day shall be paid for less than a working-week. A substitute shall receive the same pay as the man whose place he fills.

In hiring teamsters in the future, members of the International Brotherhood of Teamsters shall be given the preference, and one member of the organization in each stable shall be allowed to act as representative of the organization, without discrimination.

A strike shall not be considered except as herein named. A strike ordered by the International Brotherhood of Teamsters shall not be an annulment of this agreement, or a violation of the contract.

Should a strike be ordered by the I. B. of T. as above, and a settlement and termination be not agreed to by both parties, the question shall be submitted to a committee of Employers and Employees, a third party to be chosen by the Employers and Employees.

This agreement shall take effect Jan. 10, 1904, and continue in force for one year, until Jan. 10, 1905.

THEATRICAL STAGE EMPLOYEES.

Managers of Four Local Theatres and International Alliance of Theatrical Stage Employees.

We the undersigned agree to abide by the schedule as presented, the same to go into effect on date of November 1, 1903, and to remain in force for the term of five years. In case of any disagreement arising during this period, the men working in the theatres must remain at work and the case be submitted to International Secretary-Treasurer, or his successor in office, for final adjudication.

1. *Day Work.* That \$2.50 a day be paid, eight hours to constitute a day's work.

2. *Performances.* That \$1.50 each for stage hands be paid.

3. *Calcium, and Electric Calcium Operators.* That they be paid \$1 a performance.

4. *Rehearsals.* That \$1.50 be paid for a four-hour rehearsal. All rehearsals over four hours shall be paid at the rate of overtime.

5. *Sunday Work.* Time at the rate of time and one-half.

6. *All Overtime.* Shall be at the rate of 50 cents an hour.

7. The union will recognize the neutrality of the stage carpenter, property man and electrician. All others in their employ (excepting apprentices, meaning assistant property boys, electricians, or gas man's assistant or stage clearers) must be members of Boston Local No. 11, International Alliance of Theatrical Stage Employees. If in the future the stage carpenter, property man or electrician desire to join the union he shall be taken in under the same conditions as specified in Sec. 11, namely, an initiation fee of \$5.

8. A complete list of the unemployed members shall be furnished at any time upon the written request of the managers, and shall be available at all times for the selection of such men as the management may desire to employ; whenever the union is unable to supply the necessary capable men, the management have the right to place non-members at work temporarily and said non-members shall be allowed to work out the week for which they were engaged.

9. All men engaged for any production, if notified

after either the first or second performance to this effect, may be laid off by the management, or after the first week of any running piece, at one week's notice.

10. All men employed upon the stage shall assist each other in so far as it may not interfere with the general discipline of the theatre. This not to mean that property boys, electrician assistants or light operators be thus used to save the expense of a stage hand.

11. That the personal guarantee of the management shall entitle any man now in their employ to be accepted into membership of the union upon a nominal initiation fee of \$5.

12. One hour will be allowed by Local Union No. 11 to put the show out after the curtain falls on the last act of any final performance.

13. The management will not allow any member of Local No. 11 to work upon his stage who is under suspension by the Union for cause.

14. Any stage employee who shall assign his salary to any outside party or who shall subject himself to a garnishee process will be forthwith discharged.

15. No member of the union shall be admitted to any stage except when employed thereon.

16. This agreement to apply to all theatres in Boston now managed by said managers or any that may come under their management during the five years here mentioned.

GARMENT WORKERS.

Local Union No. 1 of the United Garment Workers of America and Employers.

Local Union No. 1, in consideration of \$1 from employer, agrees to furnish employer with all help necessary to perform labor on men's and boys' garments manufactured by employer within 24 hours after the receipt of a written demand for same, provided that union has such help at its command. All help so furnished shall work nine hours each day and no more at such work, and on such machines as shall be designated by the union, excepting on holidays and in cases of sickness or any other unavoidable detention.

Nine hours shall constitute a day's work; such labor to be performed between 7.30 A.M. and 5.30 P.M., except on holidays when no work shall be required or performed. Machinery used by employer shall not start before 7.30 A.M. and shall stop promptly at 5.30 P.M. No work shall be done by any of said employees excepting during the above hours, the kind of labor contracted for and on such machinery as shall be designated by the employee and approved by the union at the date of his or her employment.

If any workman supplied by the union is discharged by the employer cause satisfactory to the union for such discharge shall be reported and furnished by the employer. All labor performed in shop shall be upon garments classified as Class — by the union, and all labor shall be performed and paid for by the piece according to the prices contained in the schedule hereto attached, excepting only when employees are hired by the week when the price for weekly work as contained in schedule shall be the minimum price paid. Each employee shall be paid in full at the end of each week.

All persons employed in shop shall be members in good standing of United Garment Workers of America, local Union No. 1.

The employer shall employ no apprentice or other person not furnished by the union, in connection with his said business, and all persons other than skilled labor shall be known and called apprentices and shall receive pay as such. They shall be directed and taught by and be under the supervision of the skilled labor employed by such employer.

Any person who may be delegated by the union will be allowed to enter any premises occupied by employer, and employer will in no way or manner interfere with such representative in the performance of his duties.

Employer agrees in event of a breach in the whole or part of any of the foregoing agreement on his part to be kept and performed (continued for 48 hours), he will pay to the union as liquidated damages for such breach the sum of \$50 for each machine contained in his establishment at the signing of this agreement, which number is mutually agreed to be — machines. If employer should default in or neglect to make such payment, the same may be recovered as liquidated damages by union in an action at law, it being mutually understood and agreed that said amount is the damage which union will sustain by any breach thereof.

The employer shall furnish to the Union a bond or mortgage in a sum equal to \$50 for each machine operated by him to satisfy any claim which may accrue under the terms and conditions of this agreement.

This agreement to be and remain in force up to and including July 31, 1904.

CIGAR BOX MAKERS.

Cigar Box Manufacturers and Amalgamated Woodworkers International Union, Local No. 201.

Cigar box manufacturers shall have full control of hiring and discharging their own help, but agree to hire none but members of the Amalgamated Woodworkers International Union who are in good standing, and who are able to do the grade of work called for, or workmen who upon being hired by them shall make application for membership in said union, or signify their intention to do so, on or before the second week of their employment.

Nine hours shall constitute a day's work without any reduction of wages; during the months of June, July, and August the work shall cease Saturday at 1 P.M. In case of necessity, employees to work on Saturday afternoon, the employers to be governed by the overtime clause.

All overtime to be paid for at the rate of time and one-half; this includes work on legal holidays.

No work shall be performed upon Labor Day.

Minimum wages shall be as follows: Fitters, cross cutter, rip sawyer, planer and facing machine, \$12; nailing machine, \$10; top printers, \$13.

Any workmen now receiving more than the above wages shall not be subjected to a reduction by the action of this scale.

If an employee is late, reduction shall be made only for the time he loses.

In case of a dispute arising, two representatives from the employer and two from the employees, appointed by the union, shall endeavor to make a satisfactory settlement; in case no satisfactory settlement can be made by this method, then the dispute shall be referred to the State Board of Conciliation and Arbitration within a reasonable time, and the decision of said Board shall be final. During the time that the attempted settlement is under consideration, there shall be no strike or lockout.

Union No. 201 grants the use of the Amalgamated Woodworkers International Union label to employers, to be used as follows: (1) On any boxes made by them for firms who are recognized by the International Cigar Makers Union of America, also Local 97 of Boston. (2) Not on boxes for firms that do not make union-made cigars. (3) That they are under no obligation to use it on any box, but may supply orders received by them from any quarter, whether

from firms that employ union labor or from those that employ non-union labor.

Employer may employ two apprentices in the nailing department, each to serve a term of two years, at the following rate of wages: First year, not less than \$6 a week; second year, not less than \$8 a week. Two apprentices may be employed in the mill department, each to serve a term of two years at the following rate of wages: First year, \$8 a week; second year, \$10 a week. One apprentice to be employed in the wood-printing department, who shall serve a term of three years at the following rate of wages: First year, \$7 a week; second year, \$9 a week; third year, \$12 a week. Apprentices over 16 years of age shall be obliged to carry the apprenticeship card of the Amalgamated Woodworkers Union Local 201 of Boston.

Employer may hire boys for pulling nails, sandpapering edges of boxes and carrying boxes from part to part of the factory.

Terms of this agreement shall remain in full force for one year from Sept. 28, 1903; if any change is desired by either party, the proposed change shall be submitted in writing to the other 30 days prior to the expiration of this agreement; the parties hereto shall meet to consider terms for a new agreement and for such further time as the parties may mutually agree upon.

Lawrence.

BOTTLETS AND DRIVERS.

Local Bottling Proprietors and Local Union No. 119 of the United Brewery Workmen of the United States.

1. None but members of Local Union No. 119 of the United Brewery Workmen shall be employed in bottling establishments, whether working day or night. Boys under 19 not included in this contract.

2. Ten hours shall constitute a day's work, except on Saturdays and the eve of legal holidays.

3. When requested to work overtime no man shall refuse. For Sundays or legal holidays they shall receive pay for double time.

4. Drivers of double teams and their strikers shall not be required to work over 10 hours a day; all overtime shall be paid for at the rate of 25 cents an hour, except on Saturday and the eve of legal holidays when two hours shall be allowed to place beer wherever necessary.

5. In case of prolonged illness of any employee he shall be entitled to his former position after regaining his health.

6. In case of slack business as many men as necessary may be laid off alternately; but not longer than one week at a time, all men taking their turn as far as possible.

7. Extra help may be employed for one week preceding each legal holiday, said help not to be considered in this contract.

8. No man shall be discharged without sufficient reason from the employer, said reason to be given on the demand of the discharged employee.

9. No help shall be hired on the recommendation of a customer.

10. Teamsters or strikers handling or delivering bottled goods shall belong to Local Union No. 119 of the United Brewery Workmen.

11. Foremen employed in bottling establishments shall not do work belonging to members of this union.

12. Minimum weekly scale of wages:

Drivers of double teams, . . .	\$14
Single teamsters, . . .	13
Strikers, . . .	12
Machine operators, . . .	11
Bottlers, . . .	11
Stablemen, . . .	12

13. Sixty-three hours shall constitute a week's work for stablemen, all overtime to be paid for at the rate of 20 cents an hour.

14. Men employed in bottling departments shall receive not less than \$10 a week. Overtime shall be charged by the rate an hour.

15. No present pay shall be reduced.

16. This contract is to remain in force until May 1, 1903, and to continue annually, unless notice is given 30 days before the first day of May in each year by either party.

Lynn.

BARTENDERS.

Employers and Local No. 86 of Bartenders International League of America

1. No bartender to be paid less than \$15 a week.

2. No bartender to be required to work more than

60 hours a week, the arrangement of said hours to be such as the interests of the business demand.

3. All bartenders to be allowed an afternoon and evening off each week and not to be required to report for work said afternoon or evening except in cases of emergency.

4. No bartender to be required to enter employer's premises on Sundays or holidays for the purpose of cleaning same.

It is earnestly requested that all employers furnish white coats and aprons to the bartenders.

Agreement to be in force and not subject to change from February 1, 1903, until May 1, 1904.

LABOR LEGISLATION IN OTHER STATES AND FOREIGN COUNTRIES.*

New Jersey.

Chap. 16. *Pensioning of School Teachers.*

Any school teacher in this State, who shall have served as such in any school district of this State for 40 years consecutively, shall, upon application to the board having charge of the schools in such district, be voluntarily retired from active duty upon half pay; and it shall be the duty of the body having charge of the finances of said district to provide for such payment monthly. *Approved March 5, 1903.*

Chap. 60. *Pay or Salary of Officers and Other Employees of Paid Fire Departments.*

1. It shall be lawful for the board or body having charge and control of the fire department of any first class city of this State wherein the annual pay or salaries of all the officers and employees of said fire department are now regulated by law, with the concurrence of the mayor of such city and of the board, body or authority having charge of the finances in such city, to fix and determine the annual pay or salaries of said officers and employees as hereinafter provided.

2. To the chief engineer, \$3,000; to the assistant engineer, \$2,500; to battalion chiefs or district engineers, \$2,000; to the clerk of the board or body having control of the fire department, \$2,200; to the superintendent of telegraph, \$2,200; to the inspectors of horses, \$1,000; to the department doctor or medical examiner, \$700.

3. To captains or foremen of companies, engineers, stokers, drivers, tillermen, hosemen, truckmen, and telegraph linemen, an amount equal to the annual pay or salary now fixed by law and an increase of 15 per centum thereof; *provided, however,* that only one-third of the increase provided by this section shall be added for the first year after this act becomes operative, two-thirds shall be added for the second year after this act becomes operative, and for the third year after this act becomes operative and thereafter the total increase provided shall be added to the annual pay or salary. *Approved March 24, 1903.*

Chap. 64. *Manufacture of Flour, Etc.*

A Supplement to an act entitled "An act to regulate the manufacture of flour and meal food products," approved April sixteenth, one thousand eight hundred and ninety-six.

5 There shall be added to the said act a new section, to be known as section ten, which shall read as follows:

10. No person under the age of 18 years shall be employed, or required, permitted or suffered to work, in a biscuit, bread or cake bakery between the hours of seven o'clock in the afternoon and seven o'clock in the forenoon. *Approved March 24, 1903.*

Chap. 66. *Factory Inspector.*

Supplement to an act approved March 5, 1883.

1. The factory and workshop inspector appointed under the provisions of the act to which this act is a supplement shall hereafter be appointed by the governor, and shall be answerable to the governor for the faithful discharge of his duties.

2. For any neglect or failure to perform his duties, the factory or workshop inspector shall be subject to immediate suspension by the governor and loss of pay for such time as the governor may think proper; and he may also be discharged by the governor, in his discretion, after being given an opportunity to make a statement and present evidence in his defense, and if so discharged, the term of said inspector shall end with the date on which he is discharged.

3. This act shall take effect September first. *Approved March 25, 1903.*

Chap. 201. *Amendment to Act Limiting Employment of Children and Women.*

1. Section one of the act to which this is amendatory (approved March 5, 1883) is hereby amended to read as follows:

1. No child under the age of 14 years shall be employed in any factory, workshop, mine or establishment where the manufacture of any goods whatever is carried on.

2. Section two of the act to which this is amendatory is hereby repealed. *Approved April 8, 1903.*

Chap. 212. Pensioning of Firemen.

Sections 1 and 2 of an act approved April 23, 1897, amended so as to read as follows:

1. In all cities of the State having a paid fire department it shall be lawful for the municipal board having charge of said fire department to retire from service any officer or man permanently employed in such department whose duty requires active service in the extinguishment of fires who shall have become or shall hereafter become incapacitated, either mentally or physically, for the performance of such duty, whenever such incapacity is or shall be the result of injury received or sickness contracted while on duty, either in the performance or attempted performance of any duty connected with employment in such fire department, or in the performance or attempted performance of any extra or special duty upon which such officer or man may be detailed; the person retired shall receive an annual pension of an amount equal to one-half of the salary received by him at the time of such retirement.

2. If any officer or man permanently employed in any fire department in any such city shall be fatally injured while on duty, either in the performance or attempted performance of any duty connected with employment in such fire department, or in the performance or attempted performance of any extra or special duty, upon which such officer or man may be detailed, such municipal board shall allow to the widow, if any there be, or, if there be no widow, then to the dependent parent or parents of such officer or man permanently employed in such fire department, an annual pension equal to one-half of the salary received by such officer or man at the time of his death, to be paid to such widow during her widowhood, or, if there be no widow, to be paid to such dependent parent or parents as long as such parent or parents remain dependent, and where the officer or man is the only support of his parent; if such officer or man shall not leave a widow or parent, but shall leave a child or children, such pension shall be applied, under the direction of the mayor of such city, to the support of such child or children until they have attained the age of 16 years. *Approved April 8, 1903.*

Chap. 257. Railroad—Employees—Strikes. (Revision of 1903.)

61. Any employee of any railroad company, who shall wilfully or negligently disregard and disobey any rule, regulation or published order of the company in regard to the running of trains, shall be guilty of a misdemeanor; . . .

62. If any railroad employee on any railroad within this State engaged in any strike or with a view to incite others to such strike, or in furtherance of any combination or preconcert with any other person to bring about a strike, shall abandon the engine in his charge when attached to a train at any place other than the schedule or otherwise appointed destination of such train, or shall refuse or neglect to continue to discharge his duty, or to proceed with such train to the place of destination aforesaid; or if any railroad employee within this State, for the purpose of furthering the object of or lending aid to any strike organized or attempted to be maintained on any other railroad, either within or without the State, shall refuse or neglect in the course of his employment to aid in the movement over and upon the tracks of the company employing him of the cars of such other

railroad company received therefrom in the course of transit, he shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than one hundred nor more than five hundred dollars, and may also be imprisoned for a term not exceeding six months, at the discretion of the court.

63. If any person, in aid or furtherance of the objects of any strike upon any railroad, shall interfere with, molest or obstruct any locomotive engineer or other railroad employee engaged in the discharge or performance of his duty as such, or shall obstruct any railroad track within this State, or shall injure or destroy the rolling stock or other property of any railroad company, or shall take possession of or remove any such property, or shall prevent or attempt to prevent the use thereof by such company or its employees, or shall by offer of recompense induce any employee of any railroad company within this State to leave the service of such company while in transit, every such person offending shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not exceeding five hundred dollars, and may also be imprisoned not more than one year, at the discretion of the court. *Approved April 14, 1903.*

Pennsylvania.

No. 50. Deputy Factory Inspectors.

Amends section 15, Act of May 29, 1901, so that it reads as follows:

Section 15. The Factory Inspector, in order to more effectually carry out the provisions of the factory, bake-shop, sweat-shop, and fire-escape laws, is hereby authorized to appoint *thirty-seven (37)* deputy factory inspectors, five of whom shall be women, at a salary of twelve hundred dollars per year; a chief clerk for the department, at a salary of sixteen hundred dollars per year; *two* assistant clerks, one of whom shall be a skilled stenographer, at a salary of *fourteen hundred* dollars per year, each; and a messenger, at a salary of *nine* hundred dollars per year. *Approved March 20, 1903.*

No. 85. Insignia of Trades Unions.

Section 1. That any person who shall wilfully wear any insignia or button of any association, society, or trade's union, or use the same to obtain aid or assistance, within this State, unless he shall be entitled to use or wear the same under the constitution and by-laws, rules and regulations, of such organizations, shall be guilty of a misdemeanor, and upon conviction shall be fined not to exceed \$100, and in default of payment committed to jail for a period not to exceed 60 days. *Approved March 27, 1903.*

No. 96. Trade Union Labels.

Amends sections 2 and 3, Act of Mar. 21, 1895, as amended by Act of May 2, 1901, so as to read as follows:

Section 2. Any such association or union, having adopted any such label, symbol, trade-mark or private stamp, may register the same in the office of the Secretary of the Commonwealth, by filing a description or fac-simile thereof: Provided, That notice of the intention of such filing shall be published for three weeks in two newspapers of general circulation, once a week. *Such Secretary shall issue so many certificates of such registration as the party filing the same may require, upon the payment of a fee of one dollar for such certificate.* In all prosecutions under this act, and in all proceedings at law or equity, any such certificates shall be prima facie evidence that all the requirements of law to entitle such label, trade-mark,

symbol or private stamp to registration, have been complied with, and that the same had been duly adopted by the association or union on whose behalf the same was filed. No label, symbol, trade-mark or private stamp shall be admitted to registration which may be readily mistaken for one already registered.

Section 3. And be it enacted that any person or persons counterfeiting or imitating, or using or displaying, or selling or offering for sale, a counterfeit or imitation of any such trade-mark . . . or using any original or bona fide trade-mark . . . without authority from the association or union owning, controlling or having jurisdiction over the same, or after the license or authority to use the same has been rescinded or revoked by the association or union owning, controlling or having jurisdiction over the same; and any person or persons who shall use any such trade-mark . . . by placing the same on goods and wares which are not the product of members of such association or union; and any person or persons who shall knowingly sell or offer for sale any goods or wares on which such label, symbol or trade-mark, or private stamp, shall be so wrongfully placed; shall be guilty of a misdemeanor, and on conviction thereof shall be punished by a fine of not less than \$500 and not more than \$1,000, or by imprisonment for a term not less than one year and not more than five years, or either, or both, in the discretion of the court. *Approved April 3, 1903.*

No. 137. *Department of Mines Created.*

A Department of Mines is established in Pennsylvania which shall have the supervision of the execution of the mining laws, and the care and publication of the annual reports of the inspectors of coal mines and any and all other mines that may come under the provisions of the mining laws.

The Chief of the Department of Mines shall be a competent person with at least 10 years' practical experience as a miner and the qualifications of the present mine inspectors. It shall be the duty of the Chief to devote the whole of his time to the duties of his office, and to see that the mining laws are faithfully executed; he has authority to enter, inspect, and examine any mine or colliery within the State, and the works and machinery connected therewith, and to give such aid and instruction to mine inspectors as he may deem best calculated to protect the health and promote the safety of all persons employed in and about the mines.

The act is very full in provisions and citations, embodying 12 sections. *Approved April 14, 1903.*

No. 184. *Miners' Home for Helpless Employees.*

Section 1. That a board of five citizens of the State, two of whom shall be selected from the anthracite regions, one from the employer and one from the employee class; two from the bituminous regions, one from the employer and one from the employee class, and one well known sociologist, shall be named by the governor to act as trustees for the following purposes:

Section 2. That the said trustees are empowered, in the name of the Miners' Home of Pennsylvania, to purchase land, and erect building thereon for the indigent and aged people who have been employed in, around and about the mines, and for the wives of such people, and to do all necessary acts and things that may be essential in establishing a Home, within the intent of this legislation.

Section 3. That for the purposes of this Home, it shall be lawful for the said trustees to enter into contracts with the employers operating coal mines in Pennsylvania, and the employees in, around and about

the coal mines, for the purpose of raising revenue to establish and maintain such Home or Homes.

Section 4. That all moneys raised by reason of these contracts are to be paid into the State Treasury, and there held as a special fund, subject to the orders of the trustees.

Section 5. That after a consensus of opinion is ascertained, by and through the representatives of the laboring people and the trustees, as to what amount of money it is advisable that each class of laborers in, around and about the coal mines shall contribute to maintain this Miners' Home or Homes, then the trustees of such Home or Homes shall have blanks prepared for the said miners and others working around the coal mines to sign, whereby said employee shall assent to the amount to be collected from his earnings by the said employer and forwarded to the State Treasurer.

Section 6. That after it is determined between the representatives of the employers and the trustees what amount will be contributed for each ton of coal mined and marketed, then blanks for all contracts between the trustees and the employers are to be furnished to the employers, whereby the employers, for a period of at least one year, are to contract with the trustees that they will send to the State Treasurer, quarterly, the amount that is agreed upon shall be charged on each ton of coal, for the Miners' Home or Homes, and each succeeding year such amount shall be determined in the same way, and new contracts made.

Section 7. That only those are eligible to this Home who are, first, citizens of the State, and, second, who have worked in, around and about the coal mines of Pennsylvania for a period of at least twenty-five years, and have reached the age of sixty years; unless, (a) an employee has been so seriously injured in, around and about the mines as to be physically incapacitated for further labor, in which event application can be made in writing, setting forth his physical condition, and such application shall be sent to the secretary or one of the trustees of the said Home; then the said trustees shall authorize the physician of the Miners' Home, and one other, to ascertain the condition of the said applicant; and if it is proven that the injury has incapacitated said applicant, and it is so certified by the said examining physicians, then the certificate shall admit him into the Home; or, unless, (b) an employee has become a victim of what is commonly called "miner's asthma;" then such person can apply to the secretary or one of the trustees of the said Home for admission into the said Home because of such affliction; whereupon the trustees shall name a Home physician, and one other, to examine such applicant; and if it is found that such applicant is suffering from said miner's asthma, in such a way as to physically incapacitate him from earning his livelihood in the mines, or otherwise, and the physicians so certify, then such certificate shall admit him into the Home: Provided, That no insane, demented or degenerate person shall be admitted into the said Home, and where they are already admitted and become insane, demented or degenerate, a board of inquiry, composed of two physicians connected with State sanitariums, together with the Home physician, shall act upon such case or cases; and in all such case or cases, on petition of the trustees to the Governor, he, the Governor, shall then designate what other two physicians from the State sanitariums shall act with the Home physician as the said examining board. And when such board shall determine that such member of the Home is either insane, demented, or degenerate, then such member, upon the report of

the board, shall be sent to some State institution, as is best suited for his or her affliction.

Section 8. That the wives of all the men who are eligible to this Home, by reason of the provisions of section seven, and who have attained the age of fifty-five years, are eligible to live in this Home.

Section 9. That each person, upon entering the said Home, shall make an assignment to the said trustees of all his or her personal and real estate, with power in the said trustees to collect rents, issues and profits of all his or her estate; and the said trustees and their successors shall hold said property for the following uses and purposes: First, the rents, issues and profits to be turned into the State Treasury for the common fund of the Home or Homes; second, if any inmate of the Home desires to sever his or her connection with the said Home, he or she can make application of the said trustees, and then at the end of six months, if the application is not withdrawn, the trustees shall reconvey to the said inmate the property conveyed to the trustees. If, though, the said inmate dies within the said six months, then the property is to remain the common property of the Home. After the death of any inmate, the trustees shall convert all such person's real and personal property into money and turn the same into the State Treasury as part of the Miners' Home fund: Provided, That \$125 of such money or property as came through any particular inmate's estate shall be used for his or her burial, in any such manner as such inmate may have directed, or as the nearest of kin suggested in the event the deceased has not given directions.

Section 10. That all inmates of this Home may be as well occupied as circumstances will permit, the trustees are directed to buy sufficient lands, from time to time, to be farmed by such inmates, and if there is more than enough farm-produce raised for use at the Home, then the surplus is to be sold at market prices, and this profit is to be used to the best advantage to get such extras or necessities, either in the way of apparel, edibles or home comforts, as is deemed best by the trustees. *Approved April 22, 1903.*

No. 187. *Labor Contracts.*

Amends section 6, Act of June 4, 1901, so as to read as follows:

Section 6. Where labor or materials are furnished for any structure or other improvement for purely public purposes, in lieu of the lien given by this act, any sub-contractor who has furnished labor or materials thereto may give a written and duly sworn notice to the Commonwealth, or any division or subdivision thereof, or any purely public agency thereunder, being the owner of the structure or other improvement, setting forth the facts which would have entitled him to a lien as against the structure or other improvement of a private owner; whereupon, unless such claim be paid by the contractor, or adequate security be given or have been given to protect all such claimants, the Commonwealth or the division or subdivision thereof, or purely public agency thereunder, shall pay the balance actually due the contractor into the court of common pleas of the county in which the structure or other improvement, or the principal part thereof, is situate, for distribution to such parties as would be entitled thereto were it paid into court in the case of a private owner; and the Commonwealth hereby does, and any division or sub-division thereof, or any purely public agency thereunder, may, require that any contract for public work shall, as a condition precedent to its award, provide for approved security to be entered by the contractor to protect all such parties. If a dispute arises as to the balance actually

due, the amount admitted shall be paid into court, and a suit brought to recover the disputed part, in the name of the contractor to the use of the parties interested, and any amount recovered shall be distributed as above set forth. *Approved April 22, 1903.*

No. 266. *Coal Mines.*

Amends art. 9, sect. 1, Act of June 2, 1891, and sect. 17, Act of June 30, 1885, so as to read as follows:

No boy under the age of 16 years, and no woman or girl of any age, shall be employed or permitted to be in any mine for the purpose of employment therein; nor shall a boy under the age of 14 years, or a woman or girl of any age, be employed or permitted to be in or about the outside structures or workings of a colliery for the purpose of employment; but it is provided, however, that this prohibition shall not affect the employment of a boy or female, of suitable age, in an office or in the performance of clerical work at a colliery. *Approved May 13, 1903.*

No. 348. *Pennsylvania Working Home for Blind Men.*

Section 1. That the sum of \$35,000, for the two fiscal years beginning June 1, 1903, is hereby specifically appropriated to the Pennsylvania Working Home for Blind Men, inhabitants of the State, for their instruction, maintenance, and employment in handicraft, and to aid in the necessary expenses of the same. *Approved May 15, 1903.*

FOREIGN LEGISLATION.

Belgium.

During 1902, the following legislation was enacted in Belgium:

June 17. Royal order relative to statements and declarations to be made by the medical inspector in accordance with regulations for dangerous, unhealthy, or inconvenient establishments.

July 25. Royal order modifying the conditions under which the annual allowances of 65 francs (\$13) provided for by the old age pension law may be granted.

November 17. Royal order modifying the order of December 31, 1894, by providing for medical examination once each month, at the expense of the employer, of all persons employed in the manufacture of ceruse and other lead products; the order provides for the removal, temporarily or permanently as the case may demand, of persons affected by lead poisoning.

November 17. Royal order modifying the order of March 25, 1890, by providing for medical examination, monthly, at the expense of the employer, of all persons employed in the manufacture of lucifer matches or other products requiring the use of white phosphorus or phosphoric paste, and providing also for temporary or permanent discharge, according to circumstances, of persons whose health has been injured by the work.

December 30. Royal order concerning the execution of article nine of the law of May 10, 1900, on old age pensions and the annual allowance of 65 francs (\$13). To be eligible to receive the allowance, a working man or woman must be a Belgian citizen; must have had a residence in Belgium for at least a year previous to January 1 of the year for which the grant is asked; must be 65 years of age, or over; and must be in need. All men and women who work with their hands for wages are considered working men and women and former workmen are included in the provisions; the wife or widow of a workman is also con-

sidered eligible for the pension, although she may not actually have worked for wages. Persons, who, under any circumstances, have lodging, board, and clothing provided; prisoners, and inmates of reformatories and houses of correction are not considered as needy; and all persons keeping liquor saloons are judged not to be in need until the contrary has been duly proven. The order also prescribes the form of blanks and certificates to be issued in making applications, and the method of procedure.

Royal orders issued during 1902 classifying dangerous, unhealthful, or inconvenient establishments:

Class I, order of April 10. Manufacture of vitreous silicates and liquid sodium and potassium;

Class II, order of July 22. Kiln drying cones of resinous trees;

Class I, order of September 6. Manufacture of sulphide of barium by reduction of sulphate and manufacture of salts of barium by the action of acids on sulphide. — *Annuaire de la Legislation du Travail*, 1902. Brussels, 1903.

Canada.

Railway Labor Disputes Act.

An Act passed by the Legislature of the Dominion of Canada, and which received assent on the 10th July, 1903, makes provision for the settlement of differences between railway employees and their employers. The Act applies to any dispute, disagreement, or dissension between any company or Government owning or operating a railway (whether under the jurisdiction of the Parliament of Canada or of the Legislature of any province), which, in the opinion of the Minister of Labor, may have caused or may cause a lock-out or strike on a railway, or which has interfered or may interfere with the proper and efficient transportation of mails, passengers, or freight, or the safety of persons employed upon any car or train.

For the purpose of settling such disputes the Act provides for the establishment of (a) Committees of Conciliation, Mediation, and Investigation; and of (b) Boards of Arbitrators, to be constituted in the following manner:—

3. Whenever a difference exists between any railway employers and railway employees, and it appears to the Minister that the parties thereto are unable satisfactorily to adjust the same, and that by reason of such difference remaining unadjusted a railway lock-out or strike has been or is likely to be caused, or the regular and safe transportation of mails, passengers, or freight has been or may be interrupted, or the safety of any person employed on a railway train or car has been or is likely to be endangered, the Minister may, either on the application of any party to the difference or on the application of the Corporation of any municipality directly affected by the difference, or of his own motion, cause inquiry to be made into the same and the cause thereof, and for that purpose may, under his hand and seal of office, establish a Committee of Conciliation, Mediation, and Investigation, to be composed of three persons to be named—one by the railway employers, and one by the railway employees (parties to the difference), and the third by the two so named or by the parties to the difference in case they cannot agree. The Minister shall in writing notify each party to name a member of said committee, stating in such notice a time, not being later than five days after the receipt of such notice, within which this is to be done, and if either party within such time, or any extension thereof that the Minister on cause shown may grant, refuse or fail to name a member of said committee the Minister or

the Lieutenant-Governor in Council, as the case may be, as hereinafter provided may appoint one in the place of the party so refusing or in default; and if the members of said committee so chosen fail to select a third member, the Minister or the Lieutenant Governor in Council, as the case may be, may make such selection.

4. It shall be the duty of the Conciliation Committee to endeavor by conciliation and mediation to assist in bringing about an amicable settlement of the difference to the satisfaction of both parties, and to report its proceedings to the Minister.

5. In case the Conciliation Committee is unable to effect an amicable settlement by conciliation or mediation, the Minister may refer the difference to arbitration under the provisions of this Act

(a.) If acceptable to both parties, the Conciliation Committee may act as a Board of Arbitrators.

(b.) In case of objection by either party to its representative on the Conciliation Committee acting as a member of the Board of Arbitrators, or to the chairman of said Conciliation Committee being a member of the Board of Arbitrators, new representatives on the Board of Arbitrators shall be appointed in place of the member or members of the Conciliation Committee objected to, in like manner as the original members of the Conciliation Committee were appointed.

The Board of Arbitrators so chosen shall be established by the Minister under his hand and seal of office.

8. The third member of the said committee or Board shall be the chairman.

9. In case of arbitration pursuant to the provision hereinbefore contained, the findings and recommendations of the majority shall be those of the Board. In case of the absence of any one arbitrator from a meeting of the Board the other two arbitrators shall not proceed unless it be shown that the third arbitrator has been notified of the meeting in ample time to admit of his attendance.

10. Forthwith after the appointment of the Board the chairman shall promptly convene the same, and the Board shall in such manner as it thinks advisable make thorough, careful, and expeditious inquiry into all the facts and circumstances connected with the difference and the cause thereof, and shall consider what would be reasonable and proper to be done by both or either of the parties with a view of putting an end to the difference and to preventing its recurrence, and shall with all reasonable speed make to the Minister a written report setting forth the various proceedings and steps taken by the Board for the purpose of fully and correctly ascertaining all the facts and circumstances, and also setting forth said facts and circumstances, and its finding therefrom, including the cause of the difference and the Board's recommendations with a view to its removal and the prevention of its recurrence.

11. The Minister shall forthwith cause the report to be filed in the office of the Department, and a copy thereof to be sent free of charge to each party to the difference, and to any municipal corporation as aforesaid, and to the representative of any newspaper published in Canada who may apply therefor; any other person shall be entitled to a copy on payment of the actual cost thereof.

12. For the information of Parliament and the public the report shall without delay be published in the *Labor Gazette*, and be included in the annual report of the Department of Labor to the Governor-General.

A Board of Arbitrators will have power to summon witnesses and take sworn evidence, and to compel production of documents, which may be inspected by the Board, and also by such of the parties as the Board

allows, but the information obtained therefrom shall not be made public. Witnesses summoned to appear before the Board are to be carried free by railway when proceeding to and from the place of meeting of the Board. Each member of a Committee of Conciliation or a Board of Arbitrators is to receive his traveling expenses and a fee of 10 dollars (£2 ls. 8d.) per day; the remuneration of the chairman, however, is to be such sum as the Governor in Council deems reasonable. The Government also provides all clerical assistance required.

France.

During 1902, the following legislation was enacted in France:

March 21. Decree providing that contracts for public works, undertaken in the name of the departments, in Algeria must stipulate that all workmen and employees shall be allowed one day of rest in each week; that foreign labor shall be employed only in the proportion fixed by the prefect or the general in command of the division, according to the nature of the work and the locality; that the hours of labor in a day, for each class of workmen, shall be governed by the custom of the section; in cases of absolute necessity the contractor may disregard these clauses; and for extra hours of labor extra pay shall be received at rates to be determined by conditions of contract; departments, in awarding contracts, must stipulate that the contractor shall not let out any part of the work to a sub-contractor, without obtaining special authorization from the administration and agreeing to be personally responsible for the work.

March 21. Decree providing essentially the same conditions as the foregoing for contracts on public works undertaken in the name of the State or of Algeria.

March 21. Decree providing for the protection of the health of persons employed, in Algeria, in shops and factories of all kinds and in their various dependencies; restrictions do not apply to mines and quarries except with regard to employment of children; establishments where only the members of a family are employed under the authority of the father, or mother, or guardian are exempt from the provisions unless steam or mechanical motors are used or the work done is classified as dangerous or unhealthful; in the enterprises enumerated no children of French or other European nationality under 18 years of age may be employed or even admitted to the factory, except children holding primary school certificates who may be employed at 12 years; employees under 18 years must not be kept at work more than 10½ hours in one day, the day's work to be reduced to 10 hours after March 31, 1904; they must not work more than six days in a week nor on legal holidays; for employees — French or other European — under 18 years of age the employer must keep a register showing the name and the date of entering and leaving the shop, and, when required, the birth record; such registers need not be kept if no more than 20 workmen are employed or if mechanical motors are not used; shops must be kept in proper sanitary condition and every precaution taken to prevent accidents to employees from the machinery; no woman or minor shall be allowed to oil, clean, or repair machinery in motion; children under 16 years of age shall not be employed to work treadles, to turn horizontal wheels or, for more than half a day, to turn vertical wheels; nor shall they be employed upon circular or band saws, or with axes or other sharp bladed tools, or in working steam valves, or to lift or carry heavy burdens. Employment of women or minors in the manufacture of books, pictures, or other similar articles classed as immoral under the penal code is forbidden, and no boy under 16 years

or minor girl may be employed in any capacity in shops whose products tend to injure the morals, even though the articles do not fall within the application of the penal code. The decree provides for devices to be used for the protection of employees on dangerous work, for reports to be made to the authorities in case of accident, and for methods of ventilation and sanitation of shops and factories. All regulations enumerated relating to employment of children must be enforced by engineers and controllers of mines under the authority of the governor-general of Algeria. Fines are provided for infractions. The decree took effect three months after its promulgation.

March 21. Decree providing that on public works undertaken in the name of the communes and of charitable institutions, in Algeria, one day of rest in seven must be allowed for all workmen; foreigners may be employed only in the proportion determined by decision of the prefect or the general commanding the division; the day's work must be limited to the number of hours customary in the section for each class of workers; no contractor shall sublet his work without special permit from the administration and he must remain personally responsible in every respect.

March 22. Law modifying eight articles of the law of April 9, 1898, concerning responsibility for accidents to workmen in the performance of their duties, by prescribing methods for better protection of victims, broadening the range of indemnities, and increasing the time within which declarations of accidents are valid; an employer must declare an accident within 48 hours and must file the necessary medical certificates concerning the condition of the victim within four days, and a workman or his representatives may, at any time, within a year, make claim on account of an accident which has proven fatal or has resulted in permanent incapacity; the highest wage upon which indemnities may be figured is 2,400 francs (about \$460) a year; the new law applies also to all cases covered by the law of June 30, 1899.

March 23. Decree modifying article 16 of the decree of September 1, 1899, with relation to the reorganization of the Superior Labor Council so as to provide for a meeting of the Council on the first Monday of November, in each year.

March 28. Decree providing for regulation of hours of actual labor per day for adults and the amount of overtime allowed under special conditions.

April 10. Law completing article 2 of the law of December 27, 1890 (contract for services), provides for official confirmation, within one year of their adoption, of the statutes and regulations of retirement pension and aid funds maintained by railroad companies.

May 27. Order of the Minister of Commerce, Industry, Posts, and Telegraph making 75 kilograms the maximum weight to be carried by boys from 16 to 18 years of age acting as tricycle porters.

July 4. Decree adding certain industries to the number benefiting by the provisions of the law of November 2, 1892, in regard to the weekly day of rest and hours of labor.

August 6. Decree modifying article 4 of the decree of March 10, 1894, relative to health and safety of workmen.

November 21. Decree forbidding the operation called "pompage" in the manufacture of pewter ware. "Pompage" consists in inhaling or sucking with the lips inside hollow articles to test their tightness. Employers are ordered to provide necessary appliances for testing articles made. — *Annuaire de la Legislation du Travail, 1902. Brussels, 1903.*

RECENT LEGAL LABOR DECISIONS.

Usury — Loans upon Notes. The New York Court of Appeals has rendered a decision, in the case of *The People ex rel. Beebe vs. Warden of City Prison*, that the taking of more than 6 per cent interest for loans without security upon notes of salaried persons is usury and a misdemeanor under the law. The decision is in affirmance of judgments in the courts below.

Garnishment — Payments — Employé. Under the provisions of the Georgia act of November 11, 1901, the lien of a garnishment process does not attach to payments made by an employer to his employé before the service of the summons of garnishment for services to be performed after the payment is made, according to the decision of the Supreme Court of Georgia in the recent case of *Odum et al. vs. Macon & Birmingham Railway Company*.

Employer's Liability — Lack of Sleep. The Supreme Court of Indiana held, in the recent case of *the Republic Iron & Steel Company vs. Ohler*, that the fact that an employer had required a workman to labor continuously for forty-eight hours without sleep in spite of his protest was a proper matter for consideration in deciding whether the workman and the employer had equal knowledge and realization of the danger incident to work that he then undertook by the master's direction, and whether he assumed the danger incident thereto.

Construction — Delay — Strikes — Liability. The Supreme Court of Washington held, in the case of *Lund vs. St. Paul, Minneapolis & Manitoba Railroad Company*, that delay in the construction of a bridge, because of inability to procure the necessary steel work on account of strikes and labor troubles, did not render one who had undertaken to construct the bridge liable for injuries caused by the continued obstruction of the street, where there was nothing to show that the material could have been procured from any other source any quicker.

Labor Union — Violation of Injunction. In the case of *Franklin Union (four press feeders) vs. Chicago Typothetæ*, Judge Holdom of the Superior Court created a precedent in the history of trade unionism in this country in imposing a fine of \$1,000 upon the Franklin Union as a corporation for illegal acts of four members in violating an injunction restraining the Union as an organization from interfering with business of firms in question. Appeal taken.

Railroads — Personal Injuries — Contributory Negligence. The Supreme Judicial Court of Massachusetts held in the recent case of *Morris vs. Boston & Maine Railroad* that the plaintiff (a section hand, shoveling snow for the road, was run into by a wild engine pushing a snow plow) was not in the exercise of due care. By the nature of his employment, a section hand on a steam railroad must look out for passing trains, and such is the settled law of the Commonwealth.

Employment — Agreement — Price. The Supreme Court of Nebraska held, in the recent case of *Leidigh vs. Keever*, that if one person employs another at an agreed price for a certain time, and the employment is continued after the expiration of the time agreed upon without any new agreement as to price, the presumption is that the parties understood that the original rate of compensation was also to be continued, and that it could make no difference that there might be some change in the services rendered and performed, as that there should be an increase or diminution of the labor, so long as it was clearly within the scope of the original employment. The court said, however, that this presumption did not arise where there was no agreement fixing the amount of wages.

Employer's Liability — Foreman. In the case of *Boyerson vs. Cook-Stone Company*, recently decided by the Supreme Court of Minnesota, it appeared that the owner of a stone quarry employed twenty men to work upon different levels therein and in proximity to each other, although several of them were not able to observe the manner in which their fellow employees were performing their duties. A foreman was intrusted with the entire charge and supervision of the work. In the performance of the latter's duty he placed one quarryman in a position, and then located another at a place which made the work of the other man more hazardous, without giving the latter warning. The court held that under the facts the foreman represented the employer, and that for an injury which occurred through his act in locating the two employees, and his failure to give proper warning, he was a vice-principal, and that the employer was liable for his negligence in that respect.

Negligence — Management of Premises — Licenses. In the case of *Gile vs. J. W. Bishop Co.*, recently decided in the Supreme Judicial Court of Massachusetts, it appeared that the construction company was making alterations at the City Manufacturing Co., and that the plaintiff, master mechanic of the City Manufacturing Co., was injured by the fall of timbers, act of defendant's servants. The court held that where a construction company is engaged in altering a building of a manufacturing company, which at the same time continues its business, so that the construction company is not in the exclusive occupation of the grounds, but the employees of the manufacturing company are expected to use them so far as necessary, such an employee is not a mere licensee, as against the construction company, and the latter is bound to use reasonable care to prevent his injury.

Master and Servant — Safe Place to Work. In the case of *Thompson vs. the City of Worcester*, recently decided by the Supreme Judicial Court of Massachusetts, it appeared that the plaintiff was injured while at work by the breaking of a temporary staging on which he was standing. The Court held that where workmen on a temporary staging called for planks, and workmen on the ground selected them

from the pile provided for general use, the whole duty of the master consisted in furnishing enough sound planks and employing competent workmen, and he was not responsible for injuries resulting from the choice by a workman on the ground of an unsound plank. Testimony that defendant's foreman was not under duty to inspect planks used on a temporary staging, but merely to see that there were sufficient planks on hand, and that proper planks were used in general, and that he was taking entire charge of the job, did not warrant a finding that it was such foreman's duty to see that the staging was safe.

Distribution of Boycott Circulars Prohibited. Judge Cochran, in the United States Court at Covington, Ky., recently handed down a decision in the suit of Mayer, Scheuer, Offner & Co., of Cincinnati, wholesale clothiers, against Charles Applegate and other members of the Clothing Cutters and Trimmers' Union No. 100, and the Garment Workers of America and of the American Federation of Labor. The plaintiffs in their petition alleged that the defendants were distributing circulars and other literature setting forth that the firm was unfair to union labor. A temporary injunction was granted by Judge Cochran some months ago restraining the defendants from further interfering with their business. The order made recently makes this injunction permanent, and the defendants, each of them, or any person acting under their advice or control, are forever enjoined from in any manner doing such acts as are complained of in the plaintiffs' petition, or from in any way injuring the trade, custom and business of the complainant firm.

A Domestic Servant is a Wage Earner. In the case of Lena Greenberg vs. Joseph Lacov, the plaintiff on April 3, 1908, obtained a judgment for \$20 damages, being wages due for services rendered as a domestic servant. The defendant appealed on various technical grounds and also made the contention that, as the com-

plainant was a female domestic, she was not subject to the body execution which section 274 of the Municipal Court Law (chapter 580 of the Laws of 1902) provides in favor of wage earners unable to collect their wages. On November 18, Justice Blanchard, at the Appellate Term, New York County, rendered a decision on the appeal, in which he affirmed the judgment against the defendant and held that domestic servants are wage earners within the meaning of the law. He said, in part: "The appellant claims that the action being by a female domestic, no body execution can be executed against the defendant. Section 274 of the Municipal Court Act provides that 'in an action brought in the municipal court by a journeyman, laborer or other employee whose employment answers to the general description of wage earner for services rendered or wages earned in such capacity if the plaintiff recovers a judgment for a sum not exceeding \$50 . . . the clerk must upon the application of the plaintiff issue an execution against the person of the defendant. . . .' It is the policy of the law to give the wage earner ample means to enforce the payment of his wages. The section referred to provides that no property of the defendant is exempt from levy and sale, and it is the duty of the court to construe the statute so as to meet the mischief which the law was intended to remedy. Upon a fair construction of the statute we fail to see why a domestic servant is not within its protection. She is certainly an employee and works for wages, and there does not appear to be any good reason for depriving her of the protection afforded to other wage earners. The word 'wages' is discussed in the Matter of Stryker, 158 N. Y. 536, and it is therein stated that it applies to payment of laborers, mechanics and domestic servants. In Garden v. Jennings, 9 Queen Bench Div. 45, the court said, 'the term wages is not applied to the remuneration of a high or important officer of the state' but to that of domestic servants, laborers, and persons of similar description."

STATISTICAL ABSTRACTS.

Excerpts on Labor.

Labor Laws.

Labor is the great producer of wealth. Upon its prosperity depends the prosperity of the State. Its interests should be safeguarded on every hand. They cannot be overlooked; they cannot be dealt with carelessly, but must be considered with earnest thoughtfulness. Your predecessors recognized this fact, when they provided for the appointment of a committee by the Governor to consider and report on the laws concerning the legal relations between employers and employees. That committee is soon to report its findings to you. I need not bespeak for them your earnest and most considerate attention.

Arbitration Board.

Since 1886, which was a year of strikes, there has operated in this Commonwealth a system of settling labor difficulties. It has done much towards redressing actual grievances, and much to clarify thought on the labor question. It has met with approval in many other States. Through it, the employer and the wage-earner have come together and defined the matter of

their dispute, with a mutual settlement often resulting therefrom. Not only has there been conciliation of past differences, but there has been negotiation of agreements which has settled possible future difficulties. In the last year there were before the Board 79 cases for arbitration and 102 cases of conciliation. There were 188 complaints made. Advice was given in 118 cases; there were 640 interviews, 96 conferences, and 352 unreported settlements in which the influence of the Board was traceable. Hardly a day elapses that a difficulty of some kind is not brought to the Board's attention, and advice given which materially improves the relations of the employer and the employee. Most of these efforts are not reported, but they are none the less valuable.

Manufactures and Trade.

In speaking of the importance of the labor interests, I desire to emphasize equally the importance of jealously guarding and encouraging manufacturing and commercial enterprise. In view of the growing rivalry, not only of nations, but also of parts of this nation, for industrial supremacy; in view of the advantages of-

ferred in certain other States to enterprise and to capital by reason of the proximity of raw materials, and by reason also of less restrictive and less enlightened labor laws, — it behooves us to at all times keep in mind the fact that any legislation which tends to place unreasonable restrictions upon the employer tends with equal certainty to work hardship to the employee.

Not only by guarding against measures which tend to cripple industry, but also by the employment of our best wisdom to devise means and methods for its encouragement, shall we best serve the State. In this connection I direct your attention also to the fact that, if we permit city and town debts, county and State obligations to so multiply as to make the local tax rates burdensome in comparison with those which prevail in other places, we shall discourage new business ventures, and slowly drive away existing industries.

The policy of the State in regard to municipal indebtedness is therefore of high importance.

Textile Schools.

The textile school at Fall River is not yet open. Those at Lowell and New Bedford are meeting the demands made upon them, and proving as practically useful as their advocates expected. They furnish the best of opportunities for the development of that expert knowledge that may tend to assist Massachusetts to maintain her industrial supremacy. While their final relation to the city, to the State and to private enterprise is not fully determined, their work is such as to entitle them to a continuance of the State's support.

The evening department of the New Bedford school is especially worthy of notice, affording, as it does, the opportunity for the mill workers of New Bedford to obtain a technical textile education concurrent with the pursuit of their ordinary occupations. The equipment of the institution has been considerably increased during the past year, and its physical condition is excellent. About 300 pupils have attended this school during each year of the past five. The school has been the recipient of valuable contributions of machinery and other equipment.

The Lowell school, with its largely increased accommodations and larger membership than ever before, is in a most satisfactory condition. Additional branches of study are being added by the trustees, who have recognized that the textile industry of Massachusetts must adjust itself to constantly changing conditions, and that it is at present passing from the manufacture of the simplest and coarsest fabrics to that of the higher grades, requiring just that skill, taste and knowledge which these schools are intended to develop. — *From Address of His Excellency, John L. Bates, to the Two Branches of the Legislature of Massachusetts, Jan. 7, 1904.*

Fall River Dividends.

The average dividend for 1903 paid by the Fall River cotton mills amounted to 5.48 per cent, as compared with 6.47 per cent in 1902.

Business Failures in Massachusetts.

The number of business embarrassments in the Commonwealth in 1903 was smaller by 45 than in 1902. The liabilities in 1903 were much larger than in the previous year, exceeding those of 1902 by \$4,516,268. Comparisons for the two years are considered in the following tabular statement:

BUSINESS EMBARRASMENTS IN MASSACHUSETTS.	1902	1903
Number of embarrassments,	960	915
Assets,	\$3,678,421	\$6,424,287
Liabilities,	\$10,893,976	\$15,410,244

BUSINESS EMBARRASMENTS IN MASSACHUSETTS.	INCREASE (+), OR DECREASE (-), IN 1903 OVER 1902	
	Number	Percent- ages
Number of embarrassments,	—45	—4.69
Assets,	+\$2,745,846	+74.65
Liabilities,	+\$4,516,268	+41.46

— *Bradstreet's, Jan. 9, 1904.*

Employees in Electric Light and Power Stations in Massachusetts.

The total central electric light and power stations in operation in Massachusetts in 1902 numbered 114, of which number 97 were under private ownership and 17 under municipal ownership.

The following table shows the total average employees in the 97 private electric light and power stations in the Commonwealth, together with the total yearly wages and average yearly earnings, classified by branch of employment:

CLASSIFICATION OF EMPLOYEES.	Total Average Persons	Total Yearly Earnings	Average Yearly Earnings
Salaries persons,	420	\$448,221	\$1,067.19
General officers,	112	142,815	1,275.13
Managers, superintendents, etc,	119	179,063	1,504.65
Clerks,	189	126,853	669.53
Wage earners,	1,474	1,058,344	714.62
Foremen,	88	39,514	1,105.94
Inspectors,	71	51,183	720.89
Engineers,	199	181,736	913.24
Firemen,	159	110,358	694.08
Dynamo and switch-board men,	130	99,861	768.16
Linemen,	247	173,729	703.36
Mechanics,	40	39,142	978.55
Lamp trimmers,	145	93,407	644.19
All other employes,	447	264,115	590.86

— *Census Bulletin No. 5, Washington, D. C.*

Is This Denver Union Liable for Slander?

A suit has been filed in the Denver District Court having for its purpose the establishment of the principle that labor unions are partnerships and that slander committed by one member makes the organization itself liable for damages. One Niel Henderson is the plaintiff in the case. The Firemen and Engineers' Helpers' Union, No. 158, of Denver, is the defendant. Henderson charges that a committee from the union circulated the report that he was taking coal from a company, selling it to other parties and pocketing the proceeds, thereby intimating that he had been guilty of larceny. For this alleged slander he wants \$5,000 damages. — *American Industries, Dec. 15, 1903.*

Immigration into the United States, 1903.

The immigrants arriving in the United States for the fiscal year 1903 numbered 857,046 (613,146 males and 243,900 females). Of the whole number of immigrants,

102,481 were under 14 years of age; 714,053 were from 14 to 45 years; and 40,562 were 45 years and over. — *Journal of Commerce and Finance, November, 1903.*

Export Prices of the United States.

The average export prices of principal domestic articles of the United States for the month of November, 1903, are brought into comparison with those for November, 1902, in the following table. The value of the goods represents their market value at the time of exportation.

EXPORTED ARTICLES.	Unit	NOVEMBER	
		1902	1903
Breadstuffs:			
Corn,	Bushel	\$0.62	\$0.519
Wheat,	Bushel	0.753	0.81
Wheat flour,	Barrel	3.69	3.95
Provisions:			
Beef:			
Fresh,	Pound	0.101	0.09
Salted or pickled,	Pound	0.077	0.056
Tallow,	Pound	0.063	0.048
Bacon,	Pound	0.112	0.098
Hams,	Pound	0.124	0.116
Pork, pickled,	Pound	0.104	0.086
Lard,	Pound	0.106	0.083
Oleomargarine (the oil),	Pound	0.10	0.078
Butter,	Pound	0.217	0.166
Cheese,	Pound	0.131	0.116
Starch,	Pound	0.03	0.022
Sugar, refined,	Pound	0.035	0.033
Tobacco, leaf,	Pound	0.097	0.104
Coal:			
Anthracite,	Ton	5.38	4.97
Bituminous,	Ton	2.70	2.64
Copper: Ingots, bars, and old	Pound	0.117	0.133
Cotton, manufactured	Pound	0.083	0.108
Cloths:			
Colored,	Yard	0.048	0.059
Uncolored,	Yard	0.056	0.062
Hay,	Ton	14.70	17.28
Hops,	Pound	0.253	0.229
Iron and steel:			
Pig iron,	Ton	19.07	18.36
Nails and spikes—cut,	Pound	0.021	0.02
Leather, sole	Pound	0.187	0.19
Seeds:			
Clover,	Pound	0.009	0.005
Cotton,	Pound	0.013	0.01
Wood: Boards, deals, and planks,	M feet	20.37	20.54

The Adoption of Children by Labor Unions.

A peculiar feature of trade unionism which has come to light in connection with the recent agitation in North Carolina for a law forbidding the employment of child labor is the "adoption" by several unions of Charlotte of children who had previously been compelled to work in the cotton mills of that city.

The first to take action in the matter was the Typographical Union, which in July, 1902, authorized its secretary to find the most deserving child and to place her name on the payroll of the union. After some investigation he selected a girl nine years of age who was then working "from daylight till dark" at \$2.40 a fortnight. This child was the bread-winner of a family consisting of herself, an invalid mother and a brother too young to work. For some time the union continued to pay her an allowance equal to her former wages, with the understanding that she was to go to school instead of to the mill. Her spare time was to be devoted to recreation. Besides the allowance paid by the union, the members supplied her with books and clothing purchased by voluntary contributions. The printers were so well pleased with the results of their experiment that her allowance was increased

from time to time until, according to latest accounts, she was receiving \$4 a fortnight.

Several other unions soon followed the example of the printers, but none seem to have chosen more wisely the object of their altruism. In no case does the girl thus adopted appear to be the daughter of a deceased member of the union or to have a special claim of any sort upon it. In one instance the child has two sisters who work in the mills, but are not members of any union.

The method of caring for the children is the same with all the unions. They continue to live at home, and receive an allowance which is at least equal to their former wages. In most cases the children are expected to go to school, and in any event they are not allowed to continue their work in the mills. — *Vanderneer Cusick in Quarterly Journal of Economics, August, 1903.*

Population, Births, and Deaths in Four Cities.

In 1902, in Amsterdam, with a population of 534,768, there were 15,253 births, or 2.85 per cent, and 8,230 deaths, or 1.54 per cent, the births exceeding the deaths by 1.31 per cent of the total population. In the same year, the births exceeded the deaths, in London, by 50,270, or 1.08 per cent, in a population of 4,579,110; in New York by 17,581, or 0.49 per cent, in a population of 3,632,501; and, in Paris, by 6,881, or 0.25 per cent, in a population of 2,660,569. — *Statistik der Bevolking, 1902, Amsterdam, 1903.*

Strikes in France.

During the 12 months from November 1, 1902, to October 31, 1903, there were 475 strikes reported in France, 63,126 strikers being involved in those for which the number was given. Of the total, 316 resulted from unsatisfactory wage, 32 from demands for changes in hours of labor, and 128 from other causes; in 85 cases the strikers succeeded, in 163 they failed, and 174 strikes were compromised. — *Bulletins de l'Office du Travail, Paris.*

Wages in Italy.

Consul Pietro Cuneo, of Turin, Italy, gives the following general daily wages as those prevailing in the City of Turin in 1903:

Laborers:	
Boys,	\$0.20 to \$0.30
Men,	0.40 to 0.60
Bricklayers,	0.80 to 1.00
Stonecutters and carpenters,	0.60 to 0.70
Painters and frescoers,	0.40 to 0.50
Experts,	0.60 to 0.75
Laborers in the employ of the city,	
	0.40 to 0.60

Leather School in London.

The Shoe and Leather Record, of London, says, in a recent issue, that a technical school for leather workers has been opened in London under the direction of an efficient corps of instructors. It is to give practical technical training in tanning, currying, leather dressing, dyeing, staining, and finishing. The London city leather workers' guilds have also instituted an examination in leather dyeing, staining, and finishing divided into an elementary and an honor course, as is at present done in the dressing of skins and leather manufacture. The certificates issued in both cases are similar.

Boot and Shoe Trade in Great Britain.

Returns from boot and shoe centres in Great Britain show slightly improved conditions in the industry.

The number of workpeople employed by boot and shoe firms in Great Britain at the end of November, 1903, was 72,812 as compared with 72,414 employees in November, 1902, an increase in 1903 of five-tenths of one per cent. In England and Wales, 596 firms employed 68,385 persons at the end of November, 1903; 22 firms in Scotland making returns employed 4,144 persons; one firm in Ireland employed 283 workpeople — *Labor Gazette, London, December, 1903.*

The Shoe Industry in Germany.

Das Handels Museum, an Austrian trade paper, in its issue of October 15, 1903, says:

Attempts are now being made to form a trust of the German leather manufacturers. As a preliminary step a central office will be located in Berlin, and the members of the trust will be assessed about 75 cents per employee for its maintenance. Statistics show that German exports of shoes have fallen off and that imports of American shoes are rapidly increasing. Americans are opening stores in all the German cities. The poor condition of business this summer caused many factories to shorten their working time.

Community Stores in Germany.

It is reported that a large saving has been effected to the poorer classes in Plauen by the prevalent system of community stores (*Konsum-Verelne*), which have, however, played havoc with the interests of shopkeepers. These stores, as the name indicates, are managed in the interest of the consumers, and at stated periods every participant secures a pro rata dividend out of any savings realized. In purchasing supplies for these stores even the wholesalers are frequently avoided and the goods secured directly from the producer. There are quite a number of these stores in and about Plauen, and they continue as popular with the patrons as they are unpopular among the regular storekeepers. — *United States Consul Hugo Muench, of Plauen, Germany, Nov. 24, 1903.*

Condition of the German Textile Industries.

The loss by a great part of the German textile industries of the American markets caused, some years ago, the attempt on the part of the German manufacturers to combine for a reduction in the output and an agreement as to prices. For various reasons this has never been successful. The first syndicates were organized in certain quarters where this industry predominates about four years ago, but the members, it is said, did not live up to the agreements. A new attempt was made in 1901 among the South German producers, where the industrial situation was in a better condition, to diminish production 25 per cent, but the agreement carried with it the clause that the association bound themselves to bring into the combination all the manufacturers in Germany. This was not accomplished, however, and during 1902 attempts were again made, this time by the manufacturers along the Rhine, who proposed a diminution of the working hours of 15 per cent after the 15th day of September. The South German manufacturers declined to go into this association and the situation for 1902 became worse than before. Of 45 manufacturing 22 sustained losses in 1900, 26 in 1901, and 33 in 1903. — *Edward H. Osmun, Consul, Stuttgart, Germany, Oct. 23, 1903.*

The Cotton Crisis in Europe.

The fluctuation of the American cotton market during the past 12 months has greatly disturbed the European spinners and weavers of cotton. Many of the mills continued to work at a loss, some entirely

failed, while others sought to evolve novelties for which fancy prices might be obtained. Thus, the "mercerization" of the Egyptian cotton — producing a most plausible and deceptive imitation of silk — and the manufacture of cotton blankets and other specialties were strongly pushed. The desire to multiply the present sources of supply has induced a strong feeling among German manufacturers in favor of cotton culture on a large scale in German and British African colonies as well as in other regions wherein cotton has not hitherto been considered indigenous. — *Hugo Muench, Consul, Plauen, Germany, Oct. 12, 1903.*

Africa's Possibilities in Cotton.

Many tons of cotton seed have been distributed and now an extensive area is under cultivation. There are many thousands of acres in the vicinity of the newly constructed railway which are available for cotton growing, and this land will at no distant date be fields of growing cotton.

During the American civil war and also at the time of the notable cotton famine, Lagos produced large quantities of cotton, and there are many parts of the colony where the residue of this cotton is growing wild and even so is described as of fine quality.

In years to come Africa will be able to grow all the cotton which the English manufacturers require and still have a surplus for exportation. — *London Daily Express, Oct. 1, 1903, in Consular Report No. 1800.*

Sugar Trust in Spain.

It is reported that of the 80 or more beet and cane sugar factories of Spain, all except two or three have just been merged in a sugar trust. The former Finance Minister, Lopez Puigcerver, has been elected chairman of the board of directors. The beet-sugar industry of Spain, although comparatively young, is already far more important than the cane sugar industry. The two together produce almost 100,000 metric tons annually, some of which is exported. — *Brainard H. Warner, Jr., Consul, Leipzig, Germany, Oct. 3, 1903.*

Iron Works of Russia.

The beginning of the Russian iron industry goes far into the past. The rich deposits of the Urals have been turned into account for a hundred years, but even yet are far from being exhausted. The first modern iron works is that of Nikolai Patilov, founded in 1801, and at present employing 12,440 men. It is not only one of the greatest in Russia, but also in Europe, ranking with Creusot in France, Armstrong in England, and Cockerill in Belgium, being surpassed only by Krupp. The Ishorsch Admiralty Works was founded in 1714, and employs 4,529 men. The leading iron works in Russia number 21, with an aggregate of 104,215 men employed. — *Stahl und Eisen, Düsseldorf, Nov. 1, 1903.*

Shoe Polish in Russia.

Shoe blacking and polish is in good demand in Russian markets, where these articles have as yet little competition. As the United States is admittedly the greatest producer of these articles, American manufacturers and exporters should pay more attention to the Russian market. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt, Germany, Aug. 31, 1903.*

Workingmen's Insurance in Foreign Countries.

The work by Dr. Zacher, President of the Senate in the Government Insurance Office, entitled, "Work-

ingmen's Insurance in Foreign Countries," which is regarded as both practical and scientific, gives us in the sixteen numbers published up to date a résumé of workmen's insurance in Denmark, Sweden, Norway, France, Great Britain, Italy, Austria, Hungary, Russia, Finland, Switzerland, Belgium, the Netherlands, Luxemburg, Spain, and in the last number (XVI.) a review of the different systems of workmen's insurance in Europe.

There are now appearing supplements to this collective work in order to treat the latest laws and statistics of workmen's insurance in the respective countries and in order to keep the whole work "au courant."

In the number just published (Ia) on Denmark, as in the recently published supplement (Iva) on France, the author has put into juxtaposition the internal and foreign laws on this subject, and has given further proofs of the extraordinary difference which exists between the two systems of voluntary and compulsory insurance.

Based on these two-sided official statistics, striking proofs are submitted for all three branches of insurance (sickness, accident and invalid insurance) how little the voluntary system is just to the well recognized interests of the workmen.

Besides, actual questions in the sphere of workmen's insurance are touched upon in general, as for instance where the interests of the physicians' guild come into conflict with the organizations distributing the sick benefit funds, which conflict has not only come up in Germany, but also in Denmark, France, etc. The author has especially tried to solve the problem of insurance for the employed in quite a peculiar manner. He proposes that the care of the unemployed—in consequence of business stagnation—be assigned to the contractors' unions trade and business organizations in the form of a junction of the Times and Crises insurance, but to leave all the other cases of want of employment to the workmen's organization, as is now the case.

In view of the peculiar conditions in Denmark and a proposed law which is now being discussed in the Danish Reichstag, it is recommended to try and leave the care of the unemployed to the workmen's associations, and for this purpose to allow them additional sums out of the treasury of the State, as has been done with the subventioned workmen's sick benefit associations. According to the opinion of the author the first proposition could be immediately realized in Germany.—*Social Service, January, 1904.*

Population of China.

United States Commercial Agent R. T. Greener, of Vladivostok, Siberia, under date of December 18, 1903, reports that a Russian paper, quoting from a Chinese paper, says:

According to the last census taken in China by imperial order, in view of reassessing taxes, the total number of inhabitants amounted to 426,447,325 souls. The 18 Chinese Provinces proper had 407,787,805; Manchuria, 8,600,000; Mongolia, 3,354,000; Tibet, 6,430,000; and Chinese Turkestan, 426,000 inhabitants.

To Make Alcohol Undrinkable.

The Imperial Russian Minister of Finance has just offered a prize of \$26,750 to the person or persons who will invent some way of making alcohol undrinkable. Pamphlets giving the exact requirements governing the competition have been printed in the French language and sent to the Russian consulates in foreign countries. Russian consulates in the United States are

located in the following cities: Mobile, San Francisco, Pensacola, Savannah, Chicago, Baltimore, Boston, New York City, Portland (Oregon), Philadelphia, and Galveston.—*Brainerd H. Warner, jr., Consul, Leipzig, Germany, Jan. 13, 1904.*

Immigration into Canada.

Canada has all the elements required, save convenient coal measures, for the building up of a great and prosperous country. She has abundant water power and transportation. She has in the East splendid railroad facilities, and soon will have throughout the West and Northwest railroads sufficient for the needs of the country. What she lacks is population, and this she is endeavoring in a strenuous way to secure, and with the opening up of the Northwest Territories and new Ontario it would seem that a great tide of immigration must be attracted. Even now the immigration into the Dominion is greater than at any time since the first settlement of the country.

The following figures indicate the number and nationality of declared settlers for the six months ended June 30, 1900, and the fiscal years 1901 and 1902.

NATIONALITY.	Six months ended June 30, 1900.	1901	1902
From the United States, .	8,543	17,987	26,388
English and Welsh, .	4,129	9,401	13,095
Irish,	343	933	1,311
Galicians,	4,992	4,702	6,550
Scotch,	689	1,476	2,853
Germans,	476	984	1,048
Scandinavians,	714	1,750	2,451
French and Belgians, .	263	492	654
Hungarians,	370	546	1,048
Austrians,	165	228	320
Russians and Finlanders, .	1,310	1,726	3,759
Other nationalities, . .	1,941	8,924	7,902
TOTALS,	23,895	49,149	67,879

The trade returns for the fiscal year ended June 30, 1903, give the total value of settlers' effects for the year as \$6,442,724, \$1,117,843 coming from Great Britain and \$5,287,883 from the United States. In 1901 settlers' effects were entered to the value of \$3,740,630; in 1902, \$4,580,381.—*Henry S. Culver, Consul, London, Canada, Oct. 12, 1903.*

Employers' Welfare Institutions in New York State.

Though the model factory, costly in construction and equipment, is to a certain degree the outcome of the rapid development of our modern industrial system, with the resultant introduction of the latest inventions in labor-saving devices to enhance the quality and decrease the cost of production, nevertheless, the statutes enacted for the inspection of manufactories have wrought vast improvements in respect to cleanliness, sanitation, ventilation, lighting and heating of workshops; further preserving the health of operatives by requiring suitable toilet conveniences, seats for females, the lime-washing or painting of walls and ceilings; protecting life and limb through the guarding of belting, dangerous machinery, elevator shafts and well-holes, boiler inspection, and the erection of fire-escapes on buildings and substantial handrails on stairways. Yet there are many employers who, besides conforming to all these enactments, have exceeded the requirements of the factory laws by introducing in their establishments a series of commendable features that have not alone added to the comfort of their em-

ployees, but have tended to elevate their standard of life by promoting their physical, social, moral and intellectual well-being. These welfare institutions have naturally created a better understanding between employer and employed, all other labor conditions being equal, engendering a spirit of amity, resulting in improved workmanship, and yielding larger returns on the commercial side of the project.

To gain the necessary knowledge as to the extent and effect of this movement to mellorate industrial conditions in other directions than the granting of higher wages or shorter working hours, and compliance with the statutory provisions already referred to, the Department of Labor, in 1903, undertook a special inquiry into the subject, confining its efforts to firms and companies having more than 30 workers. The investigation embraced 108 establishments, employing 59,291 persons, that had in successful operation one or more of the activities that came within the scope of the research. An epitome of these measures follows:

Ministering to the health and comfort of employees by providing wash-rooms, shower baths, working costumes, laundry facilities, ventilated lockers, bicycle sheds, dressing, dining and lunch rooms, free lunches, or food at nominal prices, sanitary drinking fountains, medicated drinking water, roof gardens, and flower gardens on premises.

Constructing costly and beautiful buildings, with assembly halls and club rooms, in which are introduced diversions of various kinds to foster personal friendliness; establishing in factories club rooms for social gatherings or meetings, rooms for games, and encouragement of summer outings by contributing generously to funds for that purpose.

Stimulating a desire for physical culture by laying out athletic fields for base ball, lawn tennis, and other outdoor sports; setting apart rooms for dancing, drills, calisthenics, or gymnastics.

Effecting intellectual and moral improvement by providing kindergartens for children of workmen, free lectures, evening classes, manual training classes, technical instruction, free circulating libraries, reading rooms, concerts, theatrical entertainments, music lessons, and pianos in work rooms for use of employees.

Developing the domestic and family life by building improved dwellings, and also giving instruction in sewing, cooking and housekeeping to the young daughters of employees.

Advancing the spiritual side of life by holding devotional services once a week to accommodate such employees as may wish to attend.

Creating an interest in the business affairs of concerns by sharing profits with employees, assisting them to become stockholders, paying premiums or bonuses, or awarding prizes for valuable suggestions relating to management, manufacturing, etc.

Encouraging habits of thrift by supplying savings facilities and allowing liberal rates of interest on deposits.

Insurance or beneficiary funds, maintained jointly by employers and employees, for the purpose of rendering financial aid in case of sickness, accident or death.

Caring for sick or injured workmen by the payment of wages during disablement, defraying expenses for medical attendance or hospital service, maintaining first-aid rooms supplied with necessary surgical appliances and medicines, for immediate use in accident cases, and granting old age or retiring pensions to employees after many years of service.

Protecting work-people against fire loss by issuing free insurance policies on their tools.

In this summarized statement it is possible to describe only the welfare work in a few leading manufacturing establishments, including one factory in New York City, one in northeastern New York, one in central New York and two in the western part of the State; but these measures typify the character of the effort that is in operation in other factories visited by the Department's attachés, and a presentation of the detailed information obtained in all of them would be simply a repetition of the facts that appear below. Other prominent concerns that are conducting welfare work number 21. — *Twenty-first Annual Report of the Bureau of Labor Statistics, New York.*

Wages and Cost of Living in Germany.

Wages.

The general business depression has affected the rate of wages paid, and yet there have been fewer reductions than might have been expected. This has doubtless been due in part to the influence of labor organizations and in part to the recognition by manufacturers that wages have been for some time as low as the cost of living will permit. The loss from an economic standpoint of an improperly housed and fed working class is frequently referred to by manufacturers themselves, and has, doubtless, had its effect in sustaining wages during the depression.

During a strike in the month of August among the employees of a large firm of Mannheim engaged in the manufacture of agricultural implements and traction engines, a detailed statement was published by the firm showing the rate of wages paid different classes of their workmen during the first six months of the current year. On the part of the firm it was claimed that the rate was as high as, or a little higher than, that generally paid in this locality for the same class of labor.

A summary of the wages paid the somewhat more than 100 blacksmiths employed in one of the two plants operated by the firm shows that 31.79 per cent of the 100 received, a day of 9½ hours, 71.4 to 95.2 cents; 45.05 per cent, 95 cents to \$1.31; and 23.16 per cent, more than \$1.19.

These figures do not include boys, apprentices, or foremen. Of the 121 blacksmiths employed at the plant at the second pay day in June, 45 men were reported as receiving from 71.4 to 95.2 cents, 38 men from 95.2 cents to \$1.19, 26 men from \$1.19 to \$1.43, and 12 men from \$1.43 to \$1.64 a day.

The following table shows the published rate of wages paid workmen in the various departments of this manufacturing concern from January 1 to June 30, 1903, and the average number of employees. In this table are reckoned machinists, blacksmiths, boiler-makers, and other mechanics, as well as helpers and day laborers. Boys, apprentices, and foremen are not included. The wages stated are for a day of 9½ hours.

DAILY WAGES.	Average Number of Workmen
71.4 to 95 cents,	480
95 cents to \$1.19,	775
\$1.19 to \$1.43,	577
\$1.43 to \$1.67,	117
\$1.67 to \$1.90,	6
Above \$1.90,	1
TOTAL,	1,956

A summary of the foregoing table shows that 24.54 per cent of the employees received from 71.4 to 95 cents,

69.12 per cent 95 cents to \$1.43, and 6.34 per cent above \$1.43 a day.

The wages paid by the wood-pulp and paper mill of this city, one of the largest and best managed concerns of its kind in Germany, employing more than 1,700 workmen, the larger part of whom would be classed as unskilled, were as follows: In 1889, 57 cents a day; in 1902, 75 cents a day. The skilled or partly skilled workmen received in 1889 an average of 78½ cents a day and in 1902 \$1.02 a day.

Cost of Living.

Closely related to the question of wages is that of the cost of living. This has shown a tendency to increase and is a matter of grave concern to the manufacturer in this locality, seeing as he does that the burden indirectly falls upon himself. Competition is forcing down the selling price of his wares while the cost of living tends to keep up the rate of wages.

The matter is recognized as one of wide economic importance in this manufacturing centre. It is pointed out that the increase in the price of meats, for example, is reducing its consumption among the working classes and is bringing the nation face to face with the question of the proper nourishment of these classes. It is noted that, in 1901, 22,582 tons of hog and other casings were imported into the Empire for use in the manufacture of sausages, indicating to what extent the working classes especially are dependent upon the cheaper meat products. Special stress is placed on the injury to the working classes resulting from the forced reduction in the use of pork.

An analysis of consumption statistics shows a falling off in the per capita consumption of good meats in Mannheim and an increase of the relative amount of the cheaper-priced meats used. Thus, for example, the number of hores slaughtered for food in the city was 404 in 1900, while in 1902 the number was 554. — *H. W. Harris, Consul, Mannheim, Germany, Nov. 25, 1903.*

The Remedy for Labor Troubles.

At the recent meeting of the American Association for the Advancement of Science, at St. Louis, Mr. H. T. Newcomb made the following suggestive observations on some phases of the labor problem:

Obviously the demand is for a temporary remedy for a difficulty which ought ultimately to disappear. With this fact kept carefully in view, it is safe to consider the remedy of arbitration. This has actually but one form. To be arbitration at all it must be wholly voluntary. The term compulsory arbitration is self-contradictory, and however it may be disguised, it really means the creation of a new type of court endowed with authority to make contracts relating to labor services.

Arbitration — voluntary arbitration — is a term so grateful to the ear to which it comes as a substitute for the clash of bitter industrial struggles that it seems ungracious not to commend it without qualification. If men cannot agree, what can be better than to submit their differences to the settlement of a disinterested and impartial third party? If men cannot agree. This qualification begs the entire question. Reasonable men can agree, and unreasonable men must become reasonable or be replaced, in industrial affairs, by those who are. One way in which unreasonable men arrange for their own replacement is by getting themselves into situations out of which they cannot be extricated except through the assistance of others.

The adjustments of industry are too delicate to endure, without injury to all concerned, the frequent

interference of the disinterested. A strong personal interest is the element which is most effective in preventing irreparable mistakes. Arbitration may be the smaller of two evils, but no one should fail to recognize it as an evil. Aside from the fact that it leaves the determination of matters of primary industrial importance to persons who will neither gain nor lose by the success or failure of the industry, it is evil in its consequences, because, when there is reason to rely upon its being arranged for, that fact constitutes an incentive to making, and insisting upon, unreasonable demands.

The easy-going policy which consents to the submission of questions vitally concerning the welfare of an enterprise to persons who have no stake in its success naturally leads to the easy-going method on the part of arbitrators which is expressed by "splitting the difference" between the conflicting demands of both of the contending parties. This is the almost uniform result of arbitration.

If you will turn to the decision and award of the recent Anthracite Strike Commission you will find that that ablest and most impartial of arbitration boards was not able to avoid this nearly inevitable result. In its pages you will read the contradiction of every substantial avowal of the striking mine workers. You will find that the wages of the employees of the anthracite operators did not, in April, 1902, compare unfavorably with those of bituminous miners or men in other employments of similar character. You will find that the conditions of life and the standard of living in the anthracite counties of Pennsylvania were not lower than in comparable regions. You will find that the basis of payment was not unfair to the workmen. You will find the United Mine Workers described as a body too strongly influenced by bituminous coal interests to be a safe factor in the anthracite industry. You will find that boys voted in its meetings and gave a reckless tone to its management. You will find that the period of the great strike was one of lawlessness and violence, which the leaders of the organization could not or, at any rate, did not effectively check.

So much the gentlemen of the commission gathered from unimpeached and unimpeachable testimony, and so much they clearly, concisely and fearlessly set down in the permanent record of their arduous and graciously accepted task. But after bravely announcing these facts in terms quite equivalent to declaring that the strike had no justification, the commission yielded, as any other arbitrators would have yielded, and as nearly all arbitrators will yield in future controversies, to the impulse, commendable in itself, to deal generously with those who have relatively little, and awarded a general advance in wages.

But if voluntary arbitration is no more than a temporary and rather dangerous makeshift, and compulsory arbitration is utterly to be condemned, what can be done? The answer has been given — men must learn to bargain together reasonably. The remedy ought to appeal to us more because it is a process and not a panacea for all the ills of industrial conflict. That men can learn to settle their disputes over wages without outside aid, and that unions can make and keep collective bargains, has been abundantly proven during the recent industrial experience of the United States. All that is required is that there shall be more of this reasonableness and much less of its opposite. That this will come with the growth and spread of intelligence there need be no doubt. — *The Engineering and Mining Journal. New York, March 3, 1904.*

PUBLICATIONS OF THE

BUREAU OF STATISTICS OF LABOR,

Now in print, and which will be mailed on receipt of amounts stated, the figures in parentheses indicating the cost of postage.

Statistics of Labor.

[Labor Chronology, which forms a Part of the Bureau Report each year, contains information relating to Hours of Labor, Wages, Trades Unions, and Labor Legislation. Subsequent to 1897, all available data relating to the Condition of Workingmen have also been included in the Chronology.]

1893. I. Unemployment; II. Labor Chronology (4 c.); cloth (13 c.).

1894. I. Compensation in Certain Occupations of Graduates of Colleges for Women (4 c.); II. Distribution of Wealth (9 c.); III. Labor Chronology (4 c.); cloth (13 c.).

1895. I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity (O. P.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (24 c.).

1896. I. Social and Industrial Changes in the County of Barnstable (6 c.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1897. I. Comparative Wages and Prices, 1880-1897 (4 c.); II. Graded Weekly Wages, 1810-1891 (9 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1898. I. Sunday Labor (5 c.); II. Graded Weekly Wages, 1810-1891 (12 c.); III. Labor Chronology (7 c.); cloth (21 c.).

1899. I. Changes in Conducting Retail Trade in Boston, since 1874 (4 c.); II. Labor Chronology (7 c.); cloth (11 c.).

1900. I. Population of Massachusetts, 1900 (O. P.); II. Co-operative Industrial Insurance (8 c.); III. Graded Prices, 1816-1891 (14 c.); cloth (26 c.).

1901. I. Labor Chronology, 1900 (4 c.); II. Labor Chronology, 1901 (4 c.); III. Prices and Cost of Living, 1872-1902 (4 c.); IV. Labor Laws (4 c.); cloth (13 c.).

1902. I. Annual Report to the Legislature (O. P.); II. Labor Chronology, 1902 (O. P.); III. Mercantile Wages and Salaries (4 c.); IV. Sex in Industry (5 c.); cloth (12 c.).

1903. I. Race in Industry (5 c.).

Statistics of Manufactures.

[Each of these annual reports presents comparisons, for identical establishments, between two or more years as to Capital Invested, Goods Made, Persons Employed, Wages Paid, etc. The Industrial Chronology, which forms a Part of each Report, includes Industrial Chronology by Towns and Industries, Industrial Dividends, Stock Price Quotations, etc. Beginning with the year 1899, the Parts of the Annual Statistics of Manufactures are published separately.]

1892. I. Manufactures; II. Chronology. Cloth (17 c.).

1893. I. Manufactures; II. Chronology. Cloth (16 c.).

1894. I. Manufactures; II. Chronology. Cloth (12 c.).

1895. I. Manufactures; II. Chronology. Cloth (13 c.).

1896. I. Manufactures; II. Chronology. Cloth (11 c.).

1897. I. Manufactures; II. Chronology. Cloth (11 c.).

1898. I. Manufactures; II. Textile Industries; III. Chronology. Cloth (13 c.).

1899. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1900. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1901. I. Industrial Chronology (O. P.); II. Statistics of Manufactures (3 c.); III. Manufactures: Comparisons, 1895-1900 (3 c.); cloth (10 c.).

1902. I. Industrial Chronology, 1902 (O. P.); II. Statistics of Manufactures (3 c.); cloth (10 c.).

Census of 1895.

[The Decennial Census of 1895 comprises seven volumes.]

Vol. I. Out of print.

Vol. II. Population and Social Statistics, cloth (\$1 c.).

Vol. III. Population and Social Statistics, cloth (\$4 c.).

Vol. IV. Population and Social Statistics, cloth (\$3 c.).

Vol. V. Manufactures, cloth (\$6 c.).

Vol. VI. The Fisheries, Commerce, and Agriculture, cloth (\$3 c.).

Vol. VII. Social Statistics and General Summaries, cloth (\$6 c.).

Special Reports.

A Manual of Distributive Co-operation—1885 (5 c.).

Report of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in the United States—1902 (5 c.) ; 1903 (5 c.).

Labor Bulletins.

No. 10, APRIL, 1899. Labor Legislation of 1898—Trade Unionism in Massachusetts prior to 1880—Contracts with Workmen upon Public Work—Foreign Labor Disturbances in 1897—Quarterly Review of Employment and Earnings: Ending April, 1899—Editorial, (4 c.).

No. 11, JULY, 1899. Certain Tenement Conditions in Boston—Quarterly Review of Employment and Earnings: Ending July, 1899 (4 c.).

No. 14, MAY, 1900. Free Public Employment Offices—Employment and Unemployment in the Boot and Shoe and Paper Industries—Legislation affecting Hours of Labor—Quarterly Review of Employment and Earnings: Ending April 30, 1900—Statistical Abstracts (3c.).

No. 15, AUGUST, 1900. Household Expenses—Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton—List of Subjects pertaining to Labor considered in the Latest Reports of American Statistical Bureaus—Massachusetts Labor Legislation in 1900—Quarterly Review of Employment and Earnings: Ending July 30, 1900 (3 c.).

No. 17, FEBRUARY, 1901. Occupations of Residents of Boston: By Districts—Unemployment in Boston Building Trades—Conjugal Condition of Women employed in Restaurants—Comparative Earnings in Five Leading Industries—Resident Pupils in Public and Private Schools in Boston—Statistical Abstracts (3 c.).

No. 21, FEBRUARY, 1902. Physically Defective Population in Massachusetts in Relation to Industry—Distribution of the Industrial Population of Massachusetts—Compulsory Arbitration in New South Wales—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 22, MAY, 1902. Rates of Wages in City Employment—Progress of Co-operation in Great Britain—Review of Employment and Earnings: Six months ending April 30, 1902—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 25, FEBRUARY, 1903. Chinese in Massachusetts—Unemployed for a Year—Retired with a Competency—Dependents upon Public or Private Charity—Quarterly Record of Strikes—Strikes and Lockouts in Massachusetts for 20 years—Statistical Abstracts (3 c.).

No. 26, MAY, 1903. Trade and Technical Education in Massachusetts—Laws relating to Child Labor—Review of Employment and Earnings: Six months ending April 30, 1903—Quarterly Record of Strikes—Recent Legal Labor Decisions—Statistical Abstracts (4 c.).

No. 27, AUGUST, 1903. Aliens in Industry—Immigration Act of the United States—Labor Day—Labor Legislation in 1903—Quarterly Record of Strikes—Statistical Abstracts (4 c.).

No. 28, NOVEMBER, 1903. Aliens and Citizenship—Industrial Studies—Industrial Agreements—Proportional Earnings and Production—Review of Employment and Earnings—Quarterly Record of Strikes—Labor Legislation in Other States and Foreign Countries—Recent Legal Labor Decisions—Statistical Abstracts—Index to Bulletins Nos. 1 to 28 (5 c.).

No. 29, JANUARY, 1904. Eight-hour Day—Licensing of Barbers—Early Closing and Half-holiday Laws of Australasia—Industrial Studies, Proprietors—Palaces for the People—Quarterly Record of Strikes (5 c.).

Labor and Industrial Chronology.

[Since 1899 those parts of the reports on the Statistics of Labor and Statistics of Manufactures relating to these subjects have been bound together in response to a demand for same. The following cloth bound copies are in print and will be mailed upon receipt of amount noted for postage.]

1901—8 cents.

1902—5 cents.

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LABOR BULLETIN

OF THE COMMONWEALTH OF

MASSACHUSETTS.

No. 31.

MAY, 1904.

CONTAINING:

CITY LABOR IN MASSACHUSETTS.

REVIEW OF EMPLOYMENT AND EARNINGS.

AVERAGE RETAIL PRICES.

STRIKES AND LOCKOUTS.

INDUSTRIAL AGREEMENTS.

CURRENT COMMENT.

LABOR LEGISLATION.

RECENT LEGAL LABOR DECISIONS.

EXCERPTS.

STATISTICAL ABSTRACTS.

PREPARED AND EDITED BY THE
BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

FRANK H. DROWN, *First Clerk.*

WM. G. GRUNDY, *Second Clerk.*



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MASSACHUSETTS LABOR BULLETIN.

No. 31.

MAY.

1904.

CITY LABOR IN MASSACHUSETTS.

The pay of city laborers was considered in the first publication of the Labor Bulletin in January, 1897. The present investigation of city labor in the Commonwealth is more extensive in its scope, covering not only the laborers in the different departments of municipal work, but all branches of employment paid by the day. The Saturday half-holiday has also been given consideration, as well as the number employed during the last week in December, 1903, the period for which returns were made in almost every city. We realize that the time was inopportune so far as the number of employees was concerned, the number on the payrolls for that week being naturally small and, in most cities, not indicative of the weekly average for the year, operations in some of the departments being entirely suspended. Nevertheless, the demand for data on the subject of city labor, and the agitation attendant upon orders introduced by city councils for increases in the daily wages of laborers, seemed to warrant an immediate presentation.

All cities are represented except Newburyport, the Bureau being unable to obtain a return from this city. Little uniformity is shown in the classification of labor. It must be borne in mind, however, that the eight-hour day is now operative for laborers, mechanics, and workmen employed upon city work, all cities in Massachusetts having accepted the provisions of Chapter 344, Acts of 1899, amended by Chapter 357, Acts of 1900.

The showing for Boston is given in detail for every department operated during the week under consideration. The data were taken from the payrolls of the city, and the classification is not arbitrary but is that specified by the Civil Service. Apparent inconsistencies may appear, as, for instance, in the water department where we note sub-foremen receiving a higher daily wage than foremen. This may doubtless be due to the fact that the foremen were district overseers of small gangs, while the sub-foremen were assistants to foremen having more responsibility.

The following presentation shows by municipalities, alphabetically arranged, the rates of daily wage, and the departments and branches of city labor, with remarks as to number employed, contract work, Saturday half-holiday in 1903, etc.

Beverly.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
BRIDGE.		SEWER.	
Employees, n. s., . . .	\$2.75	Laborers,	\$2.00
CEMETERY.		WATER.	
Laborers,	2.00	Laborers,	2.00
PARK AND PUBLIC GROUNDS.			
Laborers,	2.00		

The lighting of the city is done by contract ; the printing is in the hands of a committee, while the Public Property Committee has charge of the public buildings department. The permanent wage earners in the employ of the city are few in number, as employees are hired when needed. Saturday half-holidays were not given to laborers in 1903, but were granted to public officials during four months of the year.

Boston.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
BATH.		ENGINEERING — CON.	
Boatmen and swimmers, . .	\$2.00 2.50	Engineers, assistant . . .	\$4.00
Caretakers,	2.00	Inspectors,	2.50 3.50 4.00 5.00
Charwomen, . . . . .	.50	Photographers,	2.50
Clerks,	2.00	Rodmen,	2.00 2.25 2.50 3.00
Coopers,	2.50	Surveyors,	3.50 4.00
Engineers,	2.50 3.00	Transitmen,	2.50 2.75 3.00 3.50
Instructors,	2.50 4.17		
Janitors,	2.00 2.25 2.50	HEALTH.	
Laborers,	2.00	Clerks,	1.67 2.00 2.63
Machinists,	2.50	Disinfectors,	2.25
Matrons,	1.25 1.50 2.00	Foremen of stables, . . .	2.50
Messengers,	2.00	Inspectors of milk and vin-	
Planists,	1.00	egar,	2.00 2.50 3.00
Repairs,	2.00 2.50	Messengers, . . . . .	.50 .83 1.67
Superintendents,	2.00 2.50	Stenographers,	2.50
Superintendents, assistant .	2.25	Superintendents of peddlers,	
Superintendents of bath-		assistant	3.00
houses,	2.25 3.00		
Superintendents of bath-		MARKET.	
houses, assistant	2.00	Janitors,	15.00*
Watchmen,	2.25	Messengers,	83.37†
		Watchmen,	91.74†
CEMETERY.		Weighers,	91.74†
Blacksmiths,	2.50		
Boys,	1.50 1.75	PARK.	
Carpenters,	3.00	Barn bosses,	1.97½
Clerks,	3.00 3.20	Blacksmiths,	3.00
Custodians, assistant . . .	3.33	Blacksmiths' assistants, .	2.50
Emergency men,	2.00	Boys, . . . . .	.75 1.00 1.50 2.00
Farmers,	2.00	Carpenters,	3.00
Foremen,	4.38	Clerks,	2.00
Gardeners,	2.00 2.50 3.00	Clerks and storekeepers, .	2.25
Graders and soddors, . . .	2.00	Drivers,	2.00
Grave diggers,	2.00	Engineers,	3.00
Interment men,	2.00	Engineers, assistant . . .	6.50
Janitors,	2.50	Engineers, mechanical . .	3.50
Laborers,	2.00	Engineers, steam-roller .	2.75
Ledgemen,	2.00	Firemen,	2.50
Marble rubbers,	2.00	Foremen,	4.00
Messengers,	2.50	Gardeners,	2.25 2.50 2.75 3.00
Monument and headstone		Harness makers,	2.50
setters,	2.00	Horseshoers,	3.50
Officers, special	2.75	Horseshoers' helpers, . .	2.50
Secretaries,	3.84	Instructors,	3.29
Sextons,	2.00	Janitors,	2.50
Stablemen,	2.50	Laborers,	2.00 2.25
Teamsters,	2.00	Librarians,	1.33
ENGINEERING.		Masons,	3.00
Clerks,	3.75	Nurserymen,	2.50
Draftsmen,	3.25 4.00 4.25	Painters,	2.50

* A week.

† A month.

Boston — Continued.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage			DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		
PARK — Con.				STREET — Con.			
				Sanitary Division — Con.			
Pavers,			\$2.50	Custodians,		\$2.50	
Plumbers,			3.00	Dumpers,	2.00	2.25	2.50
Plumbers' assistants,			2.00	Electricians,		2.50	3.50
Powdermen,			2.75	Emergency men,	2.00	2.25	3.00
Runners,			2.25	Feeders,		2.00	2.25
Shepherds,			2.33	Gilders,		2.50	3.50
Sub-foremen,	2.25		3.25	Gilders, letterers, and paint-			
Superintendents, assistant.	4.79		5.00	ers,		2.50	
Superintendents of gym-				Harness makers,		3.00	
nastics,			2.88	Harness makers' assistants,	2.00	2.25	2.50
Teamsters,	1.89		1.97½	Helpers,		2.00	2.25
Transitmen,			3.50	Horse blanket repairers,		2.25	
Tree pruners,			2.50	Horse clippers,		2.00	
Watchmen,	1.97½		2.50	Horsemen,		2.50	
PRINTING.				Horsehoers,	3.00	3.17	
Apprentices, compositors,	1.00	1.00	1.33	Hose repairers,		2.00	
Apprentices, press room,	1.00	1.33	1.50	Inspectors,		3.00	
Binders,			1.67	Iron platers,		2.00	
Bookkeepers,			2.00	Janitors,	2.00	2.50	
Compositors,		2.75	2.83	Laborers,		2.00	
Compositors, assistant fore-		3.33	3.67	Lantern makers,		2.50	
men,			4.17	Ledgemen,		2.00	
Compositors, foremen,			5.00	Messengers,		2.50	
Copy holders,	1.67	2.00	3.00	Messengers and teamsters,		2.50	
Cutters,			3.33	Millwrights and sawyers,		2.00	
Foremen,		4.17	5.00	Painters,	2.50	2.75	
Janitors,			2.25	Plasterers' helpers,		2.00	
Press feeders,			2.00	Reserve men,		2.00	
Pressmen,			3.17	Scavengers,		2.00	2.25
Pressmen, job,			2.42	Scowmen,	2.50	3.00	3.50
Proof-readers,			3.33	Sign painters,	2.00	2.25	2.50
Shippers,			2.00	Stablemen,		2.50	
Stockmen,		2.50	2.67	Steamfitters' helpers,		2.00	2.50
PUBLIC GROUNDS.				Sub-foremen,	2.00	2.75	3.00
Gardeners,	2.50	2.75	3.00	Tallymen,	2.00	2.25	2.50
Laborers,			2.00	Teamsters,		2.00	2.25
Sodders and graders,			2.25	Veterinary's assistants,		2.00	
Teamsters,			2.00	Watchmen,		2.25	2.50
STREET.				Weighers,		2.50	3.00
Bridge Division.				Wheelwrights,	2.00	2.75	3.00
Boatmen,			2.50	Yardmen,		2.25	2.50
Carpenters,	2.50		3.00	Sewer Division.			
Carpenters' assistants,			2.00	Axemen,		2.50	
Clerks,			2.50	Blacksmiths,	2.25	3.00	
Drivers,			3.00	Blacksmiths' helpers,		2.50	
Electricians,	3.00		3.25	Blue-printers,		2.50	
Hostlers,	2.00		2.25	Boys,	1.50	1.75	2.00
Janitors,			3.00	Bracers,	2.00	2.25	2.50
Painters,	2.50		3.00	Bricklayers,	2.75	3.50	
Saw filers,			2.50	Caretakers,		2.00	2.25
Stablemen,			2.25	Carpenters,	2.50	2.75	3.00
Sub-foremen,			3.00	Carpenters' assistants,		2.00	
Teamsters,			2.00	Carriage trimmers,		2.00	
Watchmen,			2.00	Cement mixers and testers,		2.25	
Yardmen,			2.00	Clerks,		2.25	
Ferry Division.				Coachmen,		2.25	
Roller makers,			3.00	Coal passers,		2.25	
Carpenters,	3.25		4.00	Concreters,		2.00	
Carpenters' helpers,			2.25	Concrete washers,		3.00	
Iron platers,			2.00	Custodians,		2.25	2.50
Janitors,	2.00	2.50	3.00	Derrickmen,		2.00	2.75
Joiners,	3.00		4.00	Draftsmen,	2.00	2.50	3.00
Laborers,			2.00	Edgestone setters,	3.25	3.50	4.00
Painters,			3.00	Electricians,		2.00	3.00
Tankmen,			2.00	Engineers, assistant	3.00	4.00	6.00
Watchmen,	2.00		2.50	Engineers, junior,	3.50	4.00	5.00
Sanitary Division.				Firemen,		2.50	2.83
Bicycle tallymen,			2.00	Gasfitters and plumbers,		2.00	
Blacksmiths,	3.00	3.17	3.50	Gatemen,		1.90	
Blacksmiths and spring-			3.00	Horse drivers,		2.00	
makers,			3.00	Hostlers,		2.25	
Blacksmiths' helpers,	2.00	2.50	2.75	House inspectors,		3.50	
Bracers,			2.00	Inspectors,	2.00	2.25	2.50
Carpenters,			3.00	Inspectors of castings,	4.00	5.00	5.60
Carriage trimmers,	2.50		3.00	Instrument men,		3.00	3.50
Carriage washers,			2.50	Iron workers,		2.25	
Concrete mixers,			2.00	Janitors,		2.00	2.50
Concreters,			2.00	Laborers,	2.00	2.10	2.25
Coopers,			2.50	Ledgemen,	2.50	2.75	
					2.00	2.25	2.50

Boston—Continued.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage			DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		
STREET — Con.				STREET — Con.			
Sewer Division — Con.				Street Cleaning Division — Con.			
Locksmen,			\$2.00	Veterinary's assistants,	\$2.10	2.25	
Lumber measurers,			2.00	Watchmen,		2.25	
Masons,			5.60	Wharfingers,	2.00	3.00	
Masons, jobbing,	2.50	3.00		Whitewashers,		2.02	
Masons' tenders,			2.50	Yardmen,		2.00	
Mates (towboat),			2.00				
Oil testers,			2.50	Street Paving Division.			
Pan-men,			2.00	Automobile drivers,		2.00	
Pattern makers,			3.50	Bicycle tallymen,	2.00	2.50	
Pile pluggers,			2.00	Blacksmiths,		2.50	3.00
Pipe layers,	2.25	2.50		Blacksmiths' helpers,	2.00	2.25	2.50
Plumbers and locksmiths,			2.50	Boatmen,		2.25	
Rammers,			2.00	Boller makers' helpers,		2.00	
Reserve men,	2.00	2.25	2.50	Boys,	1.50	1.75	
Riggers,			2.00	Bracers,		2.00	2.50
Rockmen,			2.00	Brick sorters,		2.00	
Rodmen,	1.75	2.00	2.25	Carpenters,	2.50	3.00	3.25
Rubber goods repairers,			2.50	Carpenters' assistants,	2.00	2.25	2.50
Sailors (towboat),			2.00	Carriage trimmers,		2.50	3.00
Saw filers,			2.25	Clerks,		2.50	3.00
Seamen,	2.00		2.25	Coachmen,		2.25	2.50
Sewer masons,			5.00	Concrete mixers,		2.00	2.50
Sheet plank drivers,			2.25	Concreters,	2.00	2.50	3.00
Smoke inspectors, assistant			3.00	Custodians,		2.00	2.00
Stationary engineers,	2.50	3.00	4.00	Derrickmen,		2.00	2.00
Steam drillers,			2.50	Draftsmen,		2.00	2.50
Stone cutters,			2.00	Drivers,		3.00	3.25
Stonemasons,			2.67	Electricians,		2.00	2.00
Storekeepers,			3.00	Emergency men,		2.00	3.00
Sub-foremen,			4.25	Engineers,	4.00	5.00	5.75
Sworn weighers and store-			3.00	Engineers, assistant (civil)			
keepers,			1.75	Feeders,		2.00	
Tallymen,	2.00	2.10	2.25	Firemen,		2.83 1/2	
Teamsters,			2.50	Foremen,	3.50	4.00	
Valve makers,			2.50	Gauge makers,		2.50	
Veterinary's assistants,			2.50	Granolithic workers,		2.00	
Veterinary dentist's assist-			2.50	Harness makers,		3.00	
ants,			2.00	Horse clippers,	2.00	2.25	
Vulcanizers,			2.00	Horseshoers,		3.16 1/2	
Watchmen,			2.00	Inspectors,	2.00	3.00	3.50
Watchmen (towboat),			2.00	Inspectors, lumber		2.50	
Water-cock makers,			2.50	Interpreters,		3.00	
Weighers,			2.00	Janitors,		2.00	
Wharfingers,	2.00	2.50	3.00	Laborers,	2.00	2.10	2.25
Wharfmen,			2.25	Lantern makers,		2.50	
Yardmen,			2.25	Ledgemen,	2.00	2.25	
Street Cleaning Division.				Locksmen,		2.00	
Bracers,			2.10	Machinists' helpers,		3.00	
Bracers' assistants,			2.10	Masons, jobbing		2.00	2.50
Bricklayers,			2.10	Messengers,	2.00	2.50	3.00
Broom makers,	2.00	2.50		Millwrights,		2.25	2.50
Carpenters' assistants,			2.00	Painters,	2.25	2.50	3.00
Carriage washers,			2.10	Patch pavers,	2.50	3.00	3.50
Coachmen,			2.50	Patch pavers' assistants,	2.00	2.25	2.50
Concrete mixers,	2.10	2.25		Pavers,		2.50	3.00
Coopers,			2.00	Pavers' helpers,		2.00	2.50
Custodians,			3.50	Pebble heaters,		2.00	
Drivers,	2.00	2.02		Pipe layers,		2.00	
Edgestone joiners,			2.10	Plasterers' helpers,		2.00	
Electricians,			2.50	Plumbers' helpers,	2.25	2.50	3.00
Emergency men,	2.00	2.50	3.00	Powdermen,		2.00	2.50
Graders,			2.02	Rammers,		2.00	2.50
Helpers,			2.00	Reserve men,	2.00	2.50	3.00
Hostlers,	2.00	2.02	2.10	Rodmen,		2.50	
Hostlers and teamsters,			2.10	Sash and door makers,		3.00	
Inspectors,			3.00	Saw filers,		2.00	
Janitors,	2.00	2.02	2.10	Stablemen,		2.10	2.25
Laborers,			2.02	Steam drillers,		2.25	2.50
Ledgemen,	2.00	2.02	2.10	Steamfitters' helpers,		2.00	
Locksmen,	2.00	2.10	2.25	Stone cutters,		2.50	3.00
Machine drivers,			2.10	Sub-foremen,		3.00	3.50
Masons' tenders,			2.00	Supervisors, construction			3.00
Painters,			2.50	Tagmen,		2.00	
Pan-men,			2.02	Tallymen,	2.00	2.25	2.50
Patch pavers,			2.10	Tar boilers,		2.00	
Pavers, assistant			2.25	Teamsters,	2.00	2.10	2.25
Pavers' helpers,			2.10	Tool makers,		3.00	
Plasterers' helpers,			2.00	Transitmen,		3.00	3.50
Stablemen,	2.10	2.25	3.25	Veterinary's assistants,		2.50	3.25
Sub-foremen,			3.00	Watchmen,	2.00	2.10	2.25
Sweeping machine drivers,			2.00	Weighers,	2.00	2.50	2.75
Tallymen,	2.02	2.50	3.00	Weighers' assistants,		2.00	2.50
Teamsters,	2.00	2.02	2.10	Weighers, temporary			2.25
			2.25	Wharfingers,	2.00	2.50	3.00

Boston — Concluded.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage			DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		
STREET — Con.				WATER — Con.			
Street Paving Division — Con.				Laborers,			
Whitewashers,			\$2.00	{	\$2.00	2.10	2.25
Yardmen,	1.75	2.00	2.25		2.40	2.50	2.75
					2.90	3.00	3.50
						2.75	3.00
						2.25	2.50
Street Watering Division.							
Clerks and messengers, .			3.00	Machinists,			
Coachmen,			2.50	Machinists' assistants, .			
Drivers,			2.50	Masons,			
Laborers,			2.00	Painters,			
Reserve men,			1.75	Pavers,		2.90	3.00
Tallymen,			1.75	Pipe layers,		2.40	2.50
				Plumbers,		3.00	3.25
				Plumbers' helpers, . . .			2.00
				Repairs,	{	2.20	2.25
						2.90	3.25	2.50
				Reservoir keepers, . . .		2.00	2.10
				Rodmen,			2.25
				Sealers and examiners, .			2.90
				Sealers and examiners of			
				fire pipes,			3.00
				Stablemen,	2.00	2.10	2.25
				Stone cutters,			2.50
				Storekeepers,			3.00
				Storekeepers, assistant			2.25
				Sub-foremen,			3.25
				Tallymen,		2.00	2.25
				Teamsters,	2.00	2.25	2.50
				Testers and adjusters of			
				meters,			2.50
				Transitmen,			3.00
				Watchmen,		2.25	2.40
				Yardmen,		2.50	3.00
WATER.				WIRES.			
Blacksmiths,			3.00	Deputy inspectors, . . .		819*	to 1,000*
Blacksmiths' helpers, .			2.20	Deputy inspectors, assistant			364*
Boys,			1.75	Draftsmen,			1,500*
Bracers,			2.50	Engineers,			1,500*
Calkers,			2.20	Inspectors,		1,000*	to 1,400*
Calkers and bracers, .			2.40	Linemen,		728*	to 1,000*
Calkers (machinists), .			2.20				
Carpenters,	2.75	3.00	3.25				
Custodians,	2.00	2.25	2.50				
Derrickmen,			2.10				
Draftsmen,			3.00				
Drivers,			2.25				
Engineers,	2.75	3.00					
Engineers, assistant			5.00				
Firemen,			2.50				
Foremen,	2.50	3.00					
Fountain repairers, . .			2.25				
Gate markers,			2.40				
Gatemen,			2.50				
Helpers,			2.25				
Inspectors,			3.00				

* Per annum.

The number of employees on the payroll of the city of Boston, classified under the above departments and wages, for the week ending December 31, 1903, was 4,830, distributed by departments as follows: Bath, 125; cemetery, 86; engineering, 44; health, 29; market, five; park, 233; printing, 129; public grounds, 60; street, 3,427 (including the following divisions: Bridge, 34; ferry, 38; sanitary, 715; sewer, 1,035; street cleaning, 428; street paving, 1,153; and street watering, 24); water, 662; and wires, 30. In a few instances, such as in the printing department, the weekly wage has been brought to a daily basis; but in most cases the daily wage was reported. In the classification no distinction has been made between skilled and unskilled laborers. By order of the Mayor, upon request of the City Council, laborers and mechanics, whose services could be dispensed with, were allowed a half-holiday on Saturdays during 1903, without loss of pay. Street lighting done by contract.

Brockton.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		HEALTH.	
Laborers,	\$2.25	Drivers,	\$2.25
Superintendent,	3.19	Foremen,	3.33

Brockton — Concluded.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	
HEALTH — Con.			STREET.		
Laborers,	\$2.25		Foremen,	\$3.33	
Scavengers,	2.25		Laborers,	2.25	
PUBLIC BUILDINGS.			WATER.		
Employees, n. s.,	3.25		Calkers,	2.75	
PUBLIC PROPERTY AND WORKS.			Foremen,	3.33	
Laborers,	2.25		Laborers,	2.25	
SEWER.			WIRES.		
Foremen,	3.00	3.33	Linemen,	3.19	
Laborers,	2.25				

The work of the bridge department is largely done by contract, the balance by the highway department. The city has no printing plant. The average number of employees in the departments named at wages specified is 246. The laborers did not have Saturday half-holiday.

Cambridge.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	
BRIDGE.			PAVING.		
Employees, n. s.,	\$18.21*	20.13*	Foremen,	\$2.50	3.00 4.00
CEMETERY.			Laborers,		2.00
Laborers,	2.00	2.25	Pavers,		2.75 to 4.50
HEALTH.			SEWER.		
Drivers,		2.00	Foremen,	2.25	2.50
Foremen,	14.00*	15.00*	Inspectors,		3.25
Scavengers,		2.00	Laborers,	2.00	2.25
PARK AND PUBLIC GROUNDS.			WATER.		
Foremen,		20.00*	Foremen,		15.00*
Foresters,		20.00*	Laborers,		2.00
Laborers,	2.00	2.25	WIRES.		
Matrons,		10.00*	Inspectors,	18.00*	21.00*
Superintendents,		18.00*	Linemen,	16.00*	16.50*

* A week.

There were 444 employees in the above-named city departments of Cambridge at the specified rates of wages. The city employees were allowed Saturday half-holiday six months during the year.

Chelsea.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	
PARK AND PUBLIC GROUNDS.			STREET — Con.		
Laborers,	\$2.00		Laborers,	\$2.00	
PUBLIC BUILDINGS AND WORKS.			Pavers,	4.00	
Employees, n. s.,	2.75	3.00	WATER.		
STREET.			Foremen,	3.00	
Foremen,	2.75		Laborers,	2.00	
			WIRES.		
			Linemen,	2.50	

The work of the health department is done by contract. Total employees on city labor, as above specified, numbered 48; extra men are hired when a larger force is necessary. No Saturday half-holidays were given, but permanent men receive one week's vacation in summer without loss of pay.

Chicopee.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	
CEMETERY.			PUBLIC BUILDINGS.		
Laborers,		\$1.75	Laborers,		\$1.75
ELECTRIC LIGHT.			SEWER.		
Electricians,	2.25	3.00	Laborers,	1.75	2.00
Engineers,	2.50	3.50	Masons,		4.00
Firemen,	2.33	2.50	WATER.		
Laborers,		1.75	Engineers,		3.00
Lamp trimmers,		1.75	Firemen,	2.00	2.25
Linemen,		2.00	Laborers,		1.75

The pay of ordinary laborers for the city in all departments is \$1.75 a day; a few old and experienced men receive \$2 a day. The city has no foremen in the departments employing labor, as the superintendent of streets has full charge of highways, sewers, sidewalks, and bridges. City printing is done by contract. Collection of garbage is also done by contract. No half-holidays with pay were granted to laborers. Engineers and firemen in the electric light and water departments, who run seven days a week, are allowed "time off" without loss of pay. About 60 city employees included in the classification for the period under consideration.

Everett.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage			DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		
CEMETERY.				STREET.			
Laborers,	\$1.75	2.00	2.25	Blacksmiths,			\$2.50
SEWER.				Foremen,			2.50
Foremen,		3.00		Laborers,			2.00
Laborers and teamsters,		2.00		Teamsters,	2.00	2.25	
				WATER.			
				Laborers,	2.25	2.50	

The work of the health department and that of the street lighting are done by contract. No half-holidays in 1903. About 60 employed at specified rates.

Fall River.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage			DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage		
CEMETERY.				PUBLIC PROPERTY AND WORKS.			
Laborers,		\$2.00		Laborers,	\$2.00	2.50	
LIGHTING.				STREET.			
Boys,	6.00*	7.00*		Foremen,	2.50	2.75	3.00
Employees,		2.00		Laborers,			2.00
PARK AND PUBLIC GROUNDS.				WATER.			
Laborers,		2.00		Foremen,	2.25	2.50	3.00
				Laborers,			2.00

* By the month.

About 230 employees were working for city at specified classification and wage during the last week in December, 1903. Laborers were granted Saturday half-holiday, without loss of weekly time, as the time off was made up through the week. Collection of garbage and also construction work done under contract.

Fitchburg.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET — Con.	
Laborers,	\$1.80	Rammers,	\$0.24
		Tenders, . . . .	.24
STREET.*		WATER.	
Foremen, . . . .	.32 .38	Calkers,	2.25
Laborers, . . . .	.22	Foremen,	2.50
Masons, brick . . . .	.24 .27	Laborers,	1.75
Masons, stone . . . .	.27 .32		
Pavers, . . . .	.27		

* Employees paid by the hour.

About 155 men were employed at city labor. The following departments have work done by contract: Lamp, park and public grounds, and printing. There were no Saturday half-holidays.

Gloucester.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
STREET.		WATER.	
Foremen,	\$2.50	Foremen,	\$2.50
Laborers,	2.00	Laborers,	2.00

In general, the pay of laborers is \$2 for an eight-hour day. Saturday half-holidays were not allowed in 1903.

Haverhill.

The municipal laborers receive \$2 a day, the foremen receiving \$2.25 a day. The departments hiring laborers and foremen are as follows: Bridge, cemetery, park and public grounds, sewer, and street. The work of the health department is done by contract; the water department is under a separate commission. No Saturday half-holidays.

Holyoke.*

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
HEALTH.		SEWER.	
Drivers,	\$0.25 .43% .50	Laborers,	\$0.28½
Foremen, . . . .	.37½		
Laborers, . . . .	.25	STREET CLEANING.	
		Employees, . . . .	.25 .37½ .40
PUBLIC BUILDINGS.		WATER.	
Foremen, . . . .	.34% .40	Foremen, . . . .	.37½
Laborers, . . . .	.25	Laborers, . . . .	.25

* Employees paid by the hour.

The average number of employees is 90. All out-door departments, excepting the park, were allowed Saturday half-holiday during the summer, but full 48 hours a week were worked, time being made up.

Lawrence.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
BRIDGE.		SEWER.	
Carpenters,	\$2.50	Foremen,	\$3.00
Laborers,	2.00	Laborers,	2.00
CEMETERY.		Masons,	4.48
Laborers,	1.75 to 2.00	SIDEWALK.	
HEALTH.		Foremen,	2.50
Drivers, laborers, and scav-		Laborers,	2.00
engers,	2.00	STREET.	
PARK AND PUBLIC GROUNDS.		Blacksmiths,	2.50
Laborers,	1.75 to 2.00	Carpenters,	2.00
PAVING.		Foremen,	2.50
Foremen,	2.50	Painters,	2.00
Laborers,	2.00	WATER.	
Pavers,	2.50	Calkers,	2.25
PUBLIC BUILDINGS AND PUBLIC PROPERTY AND WORKS.		Foremen,	2.50 to 3.75
Carpenters,	2.50	Laborers,	2.00
Foremen,	3.25	WIRES.	
Laborers,	2.00	Inspectors,	3.25
Painters,	3.00		

The employees covered in the above presentation numbered 190. Very little contract work is let. City department employees have Saturday half-holidays, but they work 48 hours a week.

Lowell.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		PUBLIC BUILDINGS.	
Laborers,	\$1.75	Laborers,	\$2.00 2.50
HEALTH.		SANITARY.	
Drivers,	2.00	Laborers,	2.25
Foremen,	3.25	SEWER.	
Laborers,	1.80	Foremen,	3.75
Scavengers,	1.80	Inspectors,	3.00
PARK AND PUBLIC GROUNDS.		Laborers,	2.00
Laborers,	1.75 2.00	STREET CLEANING.	
PAVING.		Laborers,	1.75
Foremen,	4.00	WATER.	
Laborers,	2.00	Foremen,	3.00
Pavers,	3.00	Laborers,	2.00 2.50

The city employees included in the above numbered about 400. The park, sewer, street, and water departments did not work Saturday afternoons, but time was made up during the week. Work of the lamp and printing departments is done by contract.

Lynn.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		SEWER — CON.	
Laborers,	\$2.00	Inspectors,	\$3.00
		Laborers,	2.00
HEALTH.		STREET.	
Drivers,	2.00	Laborers,	2.00
Foremen,	3.25		
Laborers,	2.00	WATER.	
Scavengers,	2.00	Foremen,	3.00 3.25
		Laborers,	2.00
PARK AND PUBLIC GROUNDS.		WIRES.	
Laborers,	2.00	Inspectors,	2.63
		Laborers,	2.00
SEWER.		Linemen,	2.50
Foremen,	2.84½		

Saturday half-holiday was granted city employees during June, July, August, and September. Street lighting and printing are done by contract, as well as some sewer work. The number of employees covered by above schedule for the last week in December was 132.

Malden.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		SEWER.	
Laborers,	\$2.00	Foremen and inspectors, .	\$2.50
		Laborers,	2.00
HEALTH.		WATER.	
Drivers, laborers, and scav- engers,	2.00	Calkers,	2.50
		Foremen,	2.50
		Laborers,	2.00

About 50 municipal employees were covered by the above schedule. No half-holidays were granted. Street lighting done by contract.

Marlborough.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
PAVING.		SEWER — CON.	
Foremen,	\$3.00	Laborers,	\$3.00
Laborers,	2.00		
Pavers,	2.50	WATER.	
		Foremen,	2.50
SEWER.		Laborers,	2.00
Foremen,	3.00		

The sewer department employs from two to 90 men. No half-holidays were allowed. Street lighting done by contract.

Medford.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
HEALTH.		STREET.	
Drivers,	\$2.00 2.10	Employees, n. s.,	\$1.75 2.00 2.25
Laborers,	2.00		2.32 2.50 2.75
Scavengers,	1.75 2.00	STREET CLEANING.	
		Employees, n. s.,	1.75 2.00 2.25
			2.50 2.75
SEWER.		WATER.	
Foremen,	2.50	Calkers,	2.25
Laborers,	2.00 2.25 2.32	Foremen,	2.25
		Laborers,	2.00

The number of employees covered by the schedule averages 125. The Saturday half-holiday was in force for eight weeks in 1903.

Melrose.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET.	
Laborers,	\$2.00	Laborers,	\$2.00
PAVING.		Street cleaning employees,	1.00
Laborers,	2.00		
SEWER.		WATER.	
Foremen,	3.00	Calkers,	2.25
Inspectors,	2.25	Foremen,	3.00
Laborers,	2.00	Laborers,	2.00

Work of the health and lamp departments is done by contract. Saturday half-holidays were not allowed.

New Bedford.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
BRIDGE.		STREET — Con.	
Laborers,	\$2.00	<i>Sanitary Division.</i>	
CEMETERY.		Employees, n. s.,	\$2.25
Laborers,	1.50 1.70 1.95 2.00	<i>Street Cleaning Division.</i>	
HEALTH.		Laborers,	1.80 2.00
Health officers,	2.75		
SEWER.		WATER.	
Foremen,	3.00	Calkers,	2.75
Laborers,	1.80 2.00	Foremen,	3.00 5.00
STREET.		Laborers,	1.80 2.00 2.25
<i>Paving Division.</i>		WIRES.	
Foremen,	2.50	Linemen,	2.50
Laborers,	2.00		
Employees, n. s., . . .	2.75		

The preceding schedule for week ending January 2, 1904, covered about 160 employees. The force of labor employed at that time was the smallest in years, owing to severity of weather. No half-holidays in 1903. The work of the following departments is done by contract: Health (partly), lamp, printing, public buildings, and public property and works.

Newton.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
HEALTH.		SEWER — Con.	
Laborers,	\$1.75	Inspectors,	\$3.00 4.50
PAVING (ROAD WORK).		Laborers,	1.75
Foremen,	2.50 3.00 3.25	WATER.	
Laborers,	2.00	Calkers,	2.25
Pavers,	2.00	Foremen,	2.75 3.00 4.00
SEWER.		Laborers,	1.75 2.00 2.25
Foremen,	3.00	WIRES.	
		Linemen,	2.00 2.75 3.50

About 175 city employees covered by the schedule. Most of the work of the health department and the work of the lamp department are done by contract. No half-holidays; men work eight hours a day.

North Adams.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET.	
Laborers,	\$1.50	Laborers,	\$1.50
SEWER.		WATER.	
Foremen,	2.50	Foremen,	1.75 to 3.00
Laborers,	1.50	Laborers,	1.50

Laborers receive \$1.50 for eight-hour day. Paving and wire departments, as well as part of work of health department, contracted for. No half-holidays.

Northampton.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
SEWER.		WATER.	
Laborers,	\$1.75	Calkers and foremen, . .	\$2.50
STREET.		Laborers,	1.75
Laborers,	1.75 to 2.25		

About 30 men employed under above schedule, 25 of these being in the street department. City printing is done by contract; also, health department work. No Saturday half-holidays.

Pittsfield.

No information was returned for municipal departmental work in Pittsfield. Laborers are paid \$1.75 for eight-hour day. Double teams and drivers are paid \$4.50 for eight-hour day. It was stated to be impossible to give definite number employed, as circumstances regulated number of employees.

Quincy.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		SEWER—Con.	
Laborers,	\$1.75	Inspectors,	\$2.25
HEALTH.		Laborers,	1.75
Drivers,	2.00	WATER.	
Laborers,	2.00	Calkers,	2.25
SEWER.		Foremen,	2.75
Foremen,	3.00	Laborers,	2.00

The employees covered by the above classification numbered 25. A large part of the city work is done by contract. No half-holidays were allowed in 1903.

Salem.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET, BRIDGE, AND SEWER.	
Foremen,	\$2.50	Carpenters and bridge work- ers,	\$2.50
Floriets,	2.50	Foremen,	4.25
Laborers,	2.00	Laborers,	2.00
HEALTH.		WATER.	
Foremen,	2.50	Calkers,	2.50
Laborers and others, . . .	2.00	Laborers,	2.00
PARK AND PUBLIC GROUNDS.		WIRES.	
Laborers,	2.00	Linemen,	2.00 2.50

About 120 employees are covered by the above report. All employees had Saturday half-holiday for two months in 1903.

Somerville.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
HEALTH.		SEWER — Con.	
All day employees, . . .	\$2.00	Inspectors,	\$3.50
PARK AND PUBLIC GROUNDS.		Laborers,	2.00
Employees, n. s., . . .	2.50	WATER.	
PAVING.		Foremen,	3.50
Foremen,	2.50 3.00	Laborers,	2.00
Laborers,	2.00	WIRES.	
SEWER.		Inspectors,	3.56
Foremen,	3.00	Linemen,	2.50 2.75

The number of employees varies as occasion requires, the average number employed, under above schedule, being 265. All special paving of streets, building of sewers, and grading public parks are done by contract; also, the lighting of the city is by contract, as well as special printing. Half-holidays were granted during July and August in 1903 to the health, highway, sewer, water, and public grounds departments.

Springfield.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
HEALTH (SCAVENGER).		SEWER.	
Drivers,	\$2.00	Foremen,	\$2.50 3.00
Foremen (ash),	3.17	Inspectors,	4.00
Laborers,	1.75	Laborers,	1.75
PARK AND PUBLIC GROUNDS.		STREET CLEANING.	
Foremen,	2.25	Laborers,	1.75
Laborers,	1.75	WATER.	
PAVING.		Foremen,	2.00 2.25
Foremen,	2.75	Laborers,	1.75
Inspectors,	4.00	WIRES.	
Laborers,	1.75	Laborers,	1.75
Pavers,	2.25		

No estimate was given as to number employed during week under consideration. In general, the paving department employs from 10 to 15 men; the park and public grounds department, from 10 to 25; the sewer department from 30 to 40; and the street, from 50 to 500 men. The laborers are given one hour Saturday P.M., but no half-holidays.

Taunton.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET AND BRIDGE.	
Laborers,	\$1.75	Foreman,	\$13.50+
		Laborers, . . . .	.22*
PARK AND PUBLIC GROUNDS.			
Laborers,	1.75	WATER.	
PAVING.		Calkers,	2.25
Laborers, . . . .	.22*	Foremen, assistant . .	2.50
Pavers, . . . .	.25*	Laborers,	1.75
SEWER.		WIRES.	
Inspectors,	1.50 2.50 3.00 3.50	Laborers, . . . .	.20*
Laborers,	2.00	Linemen,	15.00†

* By the hour.

† By the week.

The average number of city employees included in above classification is 115. The city is lighted by contract, but, on the whole, there is little contract work. Employees paid by the hour work an eight-hour day. All city departments had half-holiday Saturdays during June, July, and August, 1903.

Waltham.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		STREET.	
Employees, n. s., . .	\$1.80 2.00 2.34	Drivers,	\$1.90 2.05
HEALTH.		Foremen,	2.50
Laborers,	2.00 2.50	Laborers,	1.80
PARK AND PUBLIC GROUNDS.		Pavers,	2.50
Laborers,	1.80 2.00	Scavengers,	2.00 2.25
PUBLIC BUILDINGS.		Stablemen,	2.00
Employees, n. s., . .	2.80	WATER.	
SEWER.		Calkers,	2.25 2.40
Foremen,	2.50	Foremen,	3.60
Laborers,	1.80	Laborers,	1.80
		WIRES.	
		Linemen,	2.50

Fifty-five men were employed under above schedule during the week ending January 2, 1904. Saturday half-holidays were not allowed to employees in 1903.

Woburn.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		SEWER — Con.	
Laborers,	\$1.66	Laborers,	\$1.75
HEALTH.		STREET CLEANING.	
Laborers,	1.75	Laborers,	1.75
SEWER.		WATER.	
Foremen,	2.25	Laborers,	1.75

No regular number of employees reported. Care of public grounds and parks is let out to contractors. The work on public buildings is also contracted for. No half-holidays were granted.

Worcester.

DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage	DEPARTMENTS AND BRANCHES OF CITY LABOR.	Rates of Daily Wage
CEMETERY.		SEWER.	
Laborers,	\$1.93 to 2.20	Foremen,	\$2.50 to 4.50
		Laborers,	1.85 to 2.25
HEALTH.		STREET.	
Scavengers,	25.00*	Paving division employees,	1.85 to 4.00
		Street cleaning division employees,	1.85 to 2.00
PARK AND PUBLIC GROUNDS.		WATER.	
Laborers, . . . .	.14† to .23†	Calkers,	2.25
		Foremen,	3.00 to 4.50
PUBLIC BUILDINGS.		Laborers,	1.85 to 2.50
Employees, n. s., . .	2.25 to 4.00	WIRES.	
		Inspectors,	2.00

* A month.

† An hour.

The number employed in the above departments varies as follows: Cemetery, 15 to 30; health, 24; park and public grounds, 14 to 30; public buildings, seven to 15; sewer, 98 to 481; paving, 15 to 20; street cleaning, 75 to 100; water, 60 to 74. No half-holidays allowed. Street lighting done by contract.

Analysis of the foregoing presentation would be a mere repetition of facts shown in the tables. That comparisons may readily be drawn between the same departments of work in the different municipalities, the following table is inserted showing departments and cities with rates of wages per diem:

Rates of Wages of City Labor: By Departments and Cities.

DEPARTMENTS OF LABOR AND CITIES.	Rates of Daily Wage	DEPARTMENTS OF LABOR AND CITIES.	Rates of Daily Wage
BATH.		CEMETERY—Con.	
Boston,	\$0.50 to 4.17	Quincy,	\$1.75
		Salem,	2.00
BRIDGE.		Taunton,	1.75
Beverly,	2.75	Waltham,	1.80
Boston (under Street Department),	-	Woburn,	1.66
Cambridge,	18.21* 20.13*	Worcester,	1.93 to 2.20
Haverhill,	2.00 2.25		
Lawrence,	2.00 2.50	ENGINEERING.	
New Bedford,	2.00	Boston,	2.00 to 5.00
CEMETERY.		HEALTH.	
Beverly,	2.00	Boston, . . . .	.50 to 3.00
Boston,	1.50 to 4.38	Brockton,	2.25 3.38
Brockton,	2.25 3.19	Cambridge,	2.00 to 2.50
Cambridge,	2.00 2.25	Holyoke, . . . .	.25† to .50†
Chicopee,	1 75	Lawrence,	2.00
Everett,	1.75 2.00	Lowell,	1.80 2.00
Fall River,	2.00	Lynn,	2.00
Fitchburg,	1.80	Malden,	2.00
Haverhill,	2.00	Medford,	1.75 2.00
Lawrence,	1.75 to 2.00	New Bedford,	2.75
Lowell,	1.75	Newton,	1.75
Lynn,	2.00	Quincy,	2.00
Malden,	2.00	Salem,	2.00
Melrose,	2.00	Somerville,	2.50
New Bedford,	1.50 to 2.00	Springfield,	1.75 2.00
North Adams,	1.50	Waltham,	2.00
		Woburn,	1.75
		Worcester,	25.00†

* A week.

† An hour.

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Rates of Wages of City Labor: By Departments and Cities — Concluded.

DEPARTMENTS OF LABOR AND CITIES.	Rates of Daily Wage			DEPARTMENTS OF LABOR AND CITIES.	Rates of Daily Wage			
LIGHTING.				STREET — Con.				
Chicopee,	\$1.75	to	3.50	Boston — Con.				
Fall River,	2.00	6.00*	7.00*	Street Cleaning Division,	\$2.00	to	3.50	
MARKET.				Street Paving Division,	1.50	to	5.75	
Boston,	15.00†	to	91.74‡	Street Watering Division,	1.75	to	3.00	
PARK AND PUBLIC GROUNDS.				Brockton,	2.25		3.33	
Beverly,			2.00	Chelsea,	2.00	2.75	4.00	
Boston,	.75	to	6.50	Everett,	2.00	2.25	2.50	
Cambridge,	10.00†	to	20.00†	Fall River,	2.00	2.00	3.00	
Chelsea,			2.00	Fitchburg,	.22‡	to	.38‡	
Fall River,			2.00	Gloucester,	2.00		2.50	
Haverhill,	2.00		2.25	Haverhill,	2.00		2.25	
Lawrence,	1.75	to	2.00	Holyoke (Street Cleaning Division),	.25‡	.37½‡	.40‡	
Lowell,	1.75		2.00	Lawrence:				
Lynn,			2.00	Sidewalk Division,	2.00		2.50	
Salem,			2.00	Other Divisions,	2.00		2.50	
Somerville,			2.50	Lowell:			2.25	
Springfield,	1.75		2.25	Sanitary Division,			1.75	
Taunton,			1.75	Street Cleaning Division,			2.00	
Waltham,	1.80		2.00	Lynn,				
Worcester,	.14‡	to	.23‡	Medford (including Street Cleaning Division),	1.75	to	2.75	
PAVING.				Melrose,	1.60		2.00	
Cambridge,	2.00	to	4.50	New Bedford:				
Lawrence,	2.00		2.50	Paving Division,	2.00	2.50	2.75	
Lowell,	2.00	3.00	4.00	Sanitary Division,			2.25	
Marlborough,	2.00	2.50	3.00	Street Cleaning Division,	1.80		2.00	
Melrose,			2.00	North Adams,			1.50	
Newton,	2.00	to	3.25	Northampton,	1.75	to	2.25	
Somerville,	2.00	2.50	3.00	Salem,	2.00	2.50	4.25	
Springfield,	1.75	to	4.00	Springfield (Street Clean-			1.75	
Taunton,	.22‡		.25‡	ing Division),		.22‡	13.50†	
PRINTING.				Taunton,		1.80	to	2.50
Boston,	1.00	to	5.00	Waltham,				
PUBLIC BUILDINGS.				Woburn (Street Cleaning Division),			1.75	
Brockton,			3.25	Worcester:				
Chicopee,			1.75	Paving Division,	1.85	to	4.00	
Holyoke,	.25‡		.34½‡	Street Cleaning Division,	1.85	to	2.00	
Lowell,	2.00		2.50	WATER.				
Waltham,			2.80	Beverly,			2.00	
Worcester,	2.25	to	4.00	Boston,	1.75	to	5.00	
PUBLIC PROPERTY AND WORKS.				Brockton,	2.25		3.33	
Brockton,			2.25	Cambridge,	2.00		2.50	
Chelsea,	2.75		3.00	Chelsea,	2.00		3.00	
Fall River,	2.00		2.50	Chicopee,	1.75	to	3.00	
Lawrence,	2.00	to	3.25	Everett,	2.25		2.50	
SEWER.				Fall River,	2.00	to	3.00	
Beverly,			2.00	Fitchburg,	1.75		2.50	
Boston (under Street De-			-	Gloucester,	2.00		2.50	
partment),			-	Holyoke,	.25‡		.37½‡	
Brockton,	2.25	3.00	3.33	Lawrence,	2.00	to	3.75	
Cambridge,		2.00	to 3.25	Lowell,	2.00	2.50	3.00	
Chicopee,	1.75	2.00	4.00	Lynn,	2.00	3.00	3.25	
Everett,		2.00	3.00	Malden,		2.00	2.50	
Haverhill,	2.00		2.25	Marlborough,		2.00	2.50	
Holyoke,			.28½‡	Medford,		2.00	2.25	
Lawrence,	2.00	3.00	4.48	Melrose,	2.00	2.25	3.00	
Lowell,	2.00	3.00	3.75	New Bedford,		1.80	to 5.00	
Lynn,		2.00	to 3.00	Newton,		1.75	to 4.00	
Malden,		2.00	2.50	North Adams,		1.50	to 3.00	
Marlborough,		2.00	3.00	Northampton,		1.75	2.50	
Medford,		2.00	2.50	Quincy,	2.00	2.25	2.75	
Melrose,	2.00	2.25	3.00	Salem,		2.00	2.50	
New Bedford,	1.80	2.00	3.00	Somerville,		2.00	3.50	
Newton,		1.75	to 4.50	Springfield,	1.75	2.00	2.25	
North Adams,		1.50	2.50	Taunton,	1.75	2.25	2.50	
Northampton,			1.75	Waltham,	1.80	to	3.60	
Quincy,	1.75	2.25	3.00	Woburn,			1.75	
Somerville,	2.00	3.00	3.50	Worcester,	1.85	to	4.50	
Springfield,		1.75	to 4.00	WIRES.				
Taunton,		1.50	to 3.50	Boston,	364.00||	to	1,500.00||	
Waltham,		1.80	2.50	Brockton,			3.19	
Woburn,		1.75	2.25	Cambridge,	16.00†	to	21.00†	
Worcester,	1.85	to	4.50	Chelsea,			2.50	
STREET.				Lawrence (Inspectors),			3.25	
Boston:				Lynn,	2.00	2.50	2.63	
Bridge Division,	2.00	to	3.25	New Bedford,	2.00	2.75	3.50	
Ferry Division,	2.00	to	4.00	Salem,		2.00	2.50	
Sanitary Division,	2.00	to	3.50	Somerville,		2.50	to 3.56	
Sewer Division,	1.50	to	6.00	Springfield,			1.75	
				Taunton,	.20‡		15.00†	
				Waltham,			2.50	
				Worcester,			2.00	

* Boys; paid by the month.

† A week.

‡ A month.

§ An hour.

|| Per annum.

In the table just presented the branches or grades of labor under each department have not been considered separately, but the lowest and highest rates of wages prevailing in each department are given in each case. In some instances where only three quotations were reported, all have been taken. Wide variations in wages are seen between the cities. Considering the highest maximum wage, Boston leads in every department except the health department (where Brockton takes precedence), and the water department where New Bedford equals Boston — both cities paying \$5 maximum daily wage.

In order to compare the wages of laborers in the different cities of Massachusetts we have brought together in the next table the daily rates of wages paid municipal laborers, by cities, no distinction being made between skilled and unskilled labor.

Pay of City Laborers: By Cities.

CITIES.		Rates of Daily Wage		CITIES.		Rates of Daily Wage	
LABORERS.				LABORERS — Con.			
Beverly,		\$2.00		Malden,		\$2.00	
		2.00 2.02 2.10		Marlborough,		2.00	
Boston,		2.25 2.40 2.50		Medford,	2.00 2.25	2.32	
		2.75 2.90 3.00		Melrose,		2.00	
		3.50		New Bedford,	1.50 1.70	1.80	
Brockton,		2.25			1.95 2.00	2.25	
Cambridge,	2.00	2.25		Newton,	1.75 2.00	2.25	
Chelsea,		2.00		North Adams,		1.50	
Chicopee,		1.75 2.00		Northampton,	1.75 to	2.25	
Everett,		1.75 2.00		Pittsfield,		1.75	
		2.25 2.50		Quincy,	1.75	2.00	
Fall River,		2.00 2.50		Salem,		2.00	
Fitchburg,	1.75 1.76	1.80		Somerville,		2.00	
Gloucester,		2.00		Springfield,		1.75	
Haverhill,		2.00		Taunton, . . . . .	.20† .22†	1.75 2.00	
Holyoke,*		2.00 2.25		Waltham,		1.80 2.00	
Lawrence,		1.75 to 2.00		Woburn,		1.66 1.75	
Lowell,	1.75 1.80 2.00			Worcester, . . . . .	.14† to .23†		
Lynn,	2.25 2.50 2.00				1.55 to 2.50		

* Laborers paid by the hour — 25 cents and 28½ cents.

† An hour.

It will be seen that \$2 is the prevailing daily wage in 10 cities of the Commonwealth. North Adams pays the lowest daily wage, \$1.50; New Bedford pays from \$1.50 to \$2.25; Woburn pays \$1.66 and \$1.75 a day; Pittsfield and Springfield follow with \$1.75 a day; Fitchburg, \$1.75 to \$1.80; Waltham, \$1.80 and \$2; Brockton, \$2.25; Everett, Fall River, Lowell, and Worcester as high as \$2.50 a day, while Boston pays city laborers from \$2.00 to \$3.50.

The wages paid laborers in the city of Boston are classified by departments and divisions of labor in the following table:

Wages Paid Laborers in the City of Boston: By Departments.

DEPARTMENTS AND DIVISIONS OF CITY LABOR AND DAILY RATES OF WAGES.	Number Employed at Specified Wages	DEPARTMENTS AND DIVISIONS OF CITY LABOR AND DAILY RATES OF WAGES.	Number Employed at Specified Wages
BATH.	1	STREET — Con.	
\$2.00,	1	Street Cleaning Division,	246
CEMETERY.	16	\$2.00,	73
2.00,	16	2.02,	38
PARK.	131	2.10,	120
2.00,	128	2.25,	15
2.25,	3	Street Paving Division,	611
PUBLIC GROUNDS.	18	2.00,	553
2.00,	18	2.10,	49
STREET.	1,368	2.25,	9
Ferry Division,	7	Street Watering Division,	1
2.00,	7	2.00,	1
Sanitary Division,	20	WATER.	355
2.00,	20	2.00,	304
Sewer Division,	483	2.10,	3
2.00,	369	2.25,	21
2.10,	2	2.40,	2
2.25,	81	2.50,	11
2.50,	29	2.75,	6
2.75,	2	2.90,	1
		3.00,	6
		3.50,	1
		TOTAL,	1,889

The highest wages of laborers in Boston are paid in the sewer division of the street department, and in the water department, the former ranging from \$2 to 2.75, and the latter varying from \$2 to \$3.50 a day.

To show the number of laborers receiving each specified wage in the city of Boston we insert the following tabular statement showing the rates of wages paid, and the number employed at such rates :

RATES OF DAILY WAGES OF LABORERS.	Number Em- ployed at Specified Wages	RATES OF DAILY WAGES OF LABORERS.	Number Em- ployed at Specified Wages
\$2.00,	1,490	\$2.75,	8
2.02,	38	2.90,	1
2.10,	174	3.00,	6
2.25,	129	3.50,	1
2.40,	2	TOTAL,	1,889
2.50,	40		

Out of 1,889 so-called laborers employed, 1,490, or 78.88 per cent, receive \$2 a day ; 343, or 18.16 per cent, receive over \$2 a day but less than \$2.50 ; 49, or 2.59 per cent, receive \$2.50 but under \$3 ; six laborers receive \$3, while one receives \$3.50.

Half-holiday for City Employees.

The following law, passed by the Massachusetts legislature of 1898, provided for a half-holiday for city employees :

The City Council of a city may provide that the employees of such city including laborers and mechanics and all other classes of workmen employed by said city shall be allowed one half-holiday in each week without loss of pay during such portions of the year as the City Council determines. [Revised Laws, 1902, chap. 26, sec. 22.]

Many of the city councils have taken no action whatever on the above statute, while others have issued orders making the Saturday half-holiday operative during a portion of each year. Cities taking action have chosen Saturday as the half-holiday. In some instances the men received the half-holiday on Saturday, but worked the full 48 hours a week — making up on the other five days the time lost on Saturday.

We append a résumé of the action taken in cities of the Commonwealth on the Saturday half-holiday movement in 1903.

Boston. On January 2, 1903, the Mayor issued the following order to the heads of departments :

In accordance with the request of the City Council you are hereby directed to allow a half-holiday on Saturdays during the year 1903, without loss of pay and in part compensation for their services, to all laborers and mechanics whose services can be dispensed with without detriment to the public service. Employees whose services cannot be dispensed with on Saturday afternoons are not to be allowed extra pay.

Cambridge. Saturday half-holiday was granted for six months of the year.

Fall River and Lawrence. City employees had Saturday afternoons but made up time on the other five days.

Holyoke. All out-door departments, excepting the park, had Saturday half-holiday during the Summer, but full 48 hours a week were made up.

Lowell. The following departments did not work Saturday afternoons, but made up the time during the week : Park, sewer, street, and water.

Lynn. Saturday half-holiday was granted city employees during June, July, August, and September.

Medford. Saturday half-holiday was in force for eight weeks.

Salem. All city employees had Saturday half-holiday for two months.

Somerville. Saturday half-holiday was granted to the following departments during July and August : Health, highway, public grounds, sewer, and water.

Taunton. All city employees had half-holiday on Saturdays during June, July, and August.

The following cities did not grant the half-holiday to laborers and mechanics in 1903 :

Beverly, Brockton, Chelsea, Chicopee, Everett, Fitchburg, Gloucester, Haverhill, Malden, Marlborough, Melrose, New Bedford, Newton, North Adams, Northampton, Pittsfield, Quincy, Springfield, Waltham, Woburn, and Worcester. In Chelsea, the permanent men received one week's vacation in the Summer without loss of pay. In Springfield, the laborers were allowed one hour on Saturday, their work closing at four P.M.

REVIEW OF EMPLOYMENT AND EARNINGS.

FOR THE SIX MONTHS ENDING APRIL 30, 1904.

The following review presents a summary of the conditions affecting employment and earnings for the six months ending April 30, based upon reports made to this office by manufacturers engaged in the leading industries. The statistics of persons employed and the amount of wages paid to them were supplied by identically the same establishments for the weeks ending October 10, 1903, and April 9, 1904.

From these reports it is evident that the situation this Spring is distinctly unfavorable when compared with the corresponding period of 1903; but it is only fair to state that there is a feeling among manufacturers that the present depression is of a temporary character and not likely to continue for an extended period. The degree of this depression varies in the several industries. Business is almost at a complete standstill, owing to the unreasonable demands of the trades unions employed in the different industries which are more or less dependent on each other for a continuance of good times. The cotton goods industry is in a deplorable condition, blighted by the present high price of raw material and the existing uncertainty of the quality and quantity of the new crop. It is undoubtedly true that the general tone of trade has been lowered by the effects of the severe Winter, and by the fact that this is a presidential year.

Boots and Shoes. Manufacturers are looking forward to a good trade as soon as warmer weather comes; orders have been generally backward owing to the late Spring. The character of the industry has changed greatly during the past few years, the time being passed when shoes could be made up in advance of sales. The frequent changes in styles, as well as the change in the grade of stock, have made it necessary to await the receipt of orders, and also to manufacture a greater number of sample shoes. Manufacturers in Haverhill think that this year's trade will be fully as large as that of last year, despite present unfavorable conditions. One large firm which removed to New Hampshire 18 months ago has returned to Haverhill and resumed business.

As a whole, trade in women's, misses', and children's shoes started late, and the total output this season in Lynn will not equal that of the Spring of 1903. Duplicate orders were slow in materializing, although with the disappearance of the snow, rush instructions began to reach the manufacturers from all quarters, both on new and back orders, and

if the weather conditions are good and the demand shown during the middle of April continues, a very good season's business will result. Not a few individual manufacturers report business fully as large as for the same season in 1903. A brisk business in June is generally anticipated. An increasing demand for tan-colored shoes is noted in both Haverhill and Lynn, indicating a returning popularity for this style of goods. Some manufacturers report delayed orders owing to the inability of dealers to determine the popular feeling on this point. The regular foreign business shows about the same volume as last year; but owing to preferential tariffs, colonial demand is not so good as then. The Cuban demand indicates an increase of nearly 700 per cent this year. The slipper trade shows about the same conditions as are presented for the shoe business generally, except that rush orders for anything but kid goods are not noted.

Business in men's footwear in Brockton started in well at the beginning of the season in December, and there was a good demand all through the Winter and Spring, but many manufacturers of medium and the cheaper grades report a decided falling off in trade, amounting even to dullness during April, which is usually a busy month. The volume of business, however, has not quite equaled that for the same season of the preceding year, and the outlook for the coming Summer and Fall trade is not very flattering, if the reports of the salesmen furnish any criterion. Manufacturers of the higher priced shoes report a good Winter's business and a fair Spring demand, fully as active as at the same period last year. In some quarters, an increased call for a cheaper shoe than is usually kept by the retailer is noted, which recalls the prediction made a few years since by one of the largest manufacturers of men's footwear, that "in the near future the popular demand will be for a shoe that will retail for \$2.50 instead of \$3.50, the prevailing price."

The same scale of wages obtains in the three cities as at the time of our Fall report, and, except the cut sole and grain counter workers' strikes in Lynn, no labor troubles are anticipated at present. A shoe manufacturers' association, designed to work along the same lines as those followed by the National Metal Trades Association, has been formed in Lynn. The cost of leather stock is about the same as last year, and prices are strong, especially on the lower grades of goat, while men's upper leather is about two cents higher. Cotton linings and satins are higher than last year. Selling prices are slightly higher than during the past year, although this situation does not extend to all grades. Collections have been generally from fair to good this Spring, but some slowness is reported during the months of February and March.

The shipment of shoes from Brockton for the six months ending April 9, 1904, aggregated 308,772 cases, as compared with 300,079 for the corresponding period in 1903, and 290,991 cases for the six months immediately preceding.

The total cases of boots and shoes shipped from Haverhill for the six months ending April 9, 1904, numbered 215,598, as against 221,598 cases for the previous six months, and 251,192 cases for the corresponding six months in 1903, ending April 11.

Building. The situation in this line is about as bad as it can be. There is little work in the market and that of no great importance. There is some work already figured upon that is ready to be let out on contract, and a limited amount of beach building is offered for bids, together with a few out-of-town residences; but no figuring on speculative or new heavy work of any importance. The prevailing opinion among contractors is that there are enough large office buildings, and that there is not likely to be much work of this nature for some time to come. One large contractor states that he has not seen so few plans in circulation for bids for 18 years. This condition probably results from the high cost of labor and material, and the check to investment enterprise through the enormous shrinkage in the value of speculative stocks last year. There is considerable jobbing being done this Spring, but not as much as would be done had it not been for bad weather. An important problem in contracting for buildings in late years in Boston has been the disposition to be made of the earth displaced in constructing cellars, the removal of which, as a rule, is included in the contract for the building. Formerly, this earth was sold and easily disposed of for filling, but the amount of dumping ground available near the city has been so limited that it is found cheaper to transport the material to sea and dump it there. To do this, a well-known excavating contractor has under construction three immense scows 140 feet long, 36 feet beam, and 16 feet deep, containing six or eight pockets each, which are expected to aid in relieving this situation. Wage rates are the same as they were last Fall. No labor troubles are immediately threatened, save that the stonemasons are agitating for an advance. The cost of stock is about the same as for some months past. Lumber is firm, with no advance except a temporary one of about five per cent in very cheap grades, due to rebuilding after the fires in Baltimore and Rochester. More stock of inferior quality is used from Connecticut and New York southerly than in this section of the country.

Carbonated Beverages. The past Winter has been a very hard one for those engaged in the manufacture of temperance drinks, as the cold and stormy weather experienced was not conducive to active demand for this line of goods. The indications are that the Summer business will start late this year. Establishments are not running at more than one quarter of their capacities. Rates of wages are the same as last season, and no labor troubles are anticipated. Neither the cost of materials, except bottles, nor selling prices have changed since the issuing of the Fall report. Collections are rather slow now and have been so all Winter.

Cigars. There has been no noticeable difference in the cigar business during the last six months, only two firms showing a decrease in the

number of persons employed and the amount of wages paid, all the others exhibiting increase. With good weather conditions, so that the beaches and other Summer resorts may open early, and with open cars running, the dealers look for an exceptionally good season. A hot Summer makes a wonderful improvement in the cigar trade. The cost of tobacco has been about the same, and there has been no change in the rate of wages.

Clothing. Business for the past six months has been only fair, and at the present time is quiet, owing, in a measure, to the closing of the season for the manufacture of Winter lines. On account of the extreme cold and backward Spring the demand for Summer lines has not been favorable, orders coming in but slowly. Manufacturers believe, however, that with the coming of warmer weather orders will arrive more rapidly. But little change is reported in the cost of raw materials for woolen goods, and selling values remain unchanged. Manufacturers of leather and duck clothing report an increase in production and an increase in the cost of materials, especially in all grades of cotton goods; selling values have advanced slightly, but not sufficiently to cover the increased cost of production. Full time is being made by the operatives, but the full capacity of the establishments is not reached. Rates of wages remain unchanged, and collections are reported fair.

Confectionery. Considering the severe Winter, business has been very good. A little warm weather and pleasant Sundays will have a good effect on the Spring trade. Everything points toward a boom for the coming Summer. All establishments have been running on full time and from 60 to 75 per cent of full capacity. The rates of wages and the cost of stock have not changed during the past six months, and collections, while a trifle dull at the beginning of the season, begin to show much improvement.

Cotton Goods. Manufacturing in this line is much depressed. Demand for manufactured goods began to diminish about the first of the year, when cotton reached its highest price, and it has gradually declined since that time until now the mills find it difficult to dispose of their output. The high cost of raw cotton has made buyers of all kinds of cotton goods extremely conservative and they are only purchasing for immediate needs. Contractors for manufactured goods decline to renew at the prevailing high prices. This situation has resulted in the closing completely of one mill in Fall River and reducing the working hours in nearly all of the others in the different cotton manufacturing centres. Curtailment of production is the order of the day. The print-cloth mills run until stock is exhausted and then close, since it would be a losing venture to continue at the present high cost of their principal stock. Fall River mills having both steam and water power are using the latter only. The continued manufacture of goods and their consequent storage would cause large losses if the cost of the raw cotton were to decline much before goods in process could be sold. Advices from

the cotton belt indicate that the present high prices will result in increased planting this year and a possible reduction of prices later on. Several factors, however, enter into the problem, such as the effect of the boll weevil upon the yield here and the volume of production in other countries.

All mills are not affected in the same degree by the present conditions. In the coarse goods mills the situation is the most aggravated, the makers of fine goods being somewhat less badly affected so that the curtailment has been less in extent. The gingham mills at Lawrence, for example, are running all their looms with a full complement of help, and their product is taken as soon as it has left the looms. On the contrary, one of the mills in Fall River has had hard work to dispose of its product which consisted of ginghams and staple fine shirtings, retailing in the stores at 15 cents a yard, but there was no demand for them. The trade is at a standstill. Some of the goods in the storehouse have accumulated as a result of canceled orders. Sometimes it happened that 1,000 pieces were ordered and only 200 taken. For the past two Summers the weather was unusually cold and this Spring is late and cold. In common with other mills manufacturing like goods the mill has been hampered by the fact that it was not always possible to obtain skilled operatives. Another feature was that the price of ginghams and colored shirtings is fixed in the market, and no other cotton goods are affected in this way. Prices for this class of ginghams do not fluctuate. As a consequence, with labor and cotton both high, the mill loses a great deal of money because the price of its products cannot be raised.

Mills engaged in making bedspreads are busy on good orders; those making odds and fancies, although having a quiet time, report inquiries of importance for special lines. There is no demand for print cloths. The demand for prints was good up to the second week of April, when it suddenly fell off. Duck mills are doing fairly well. Mills making sheetings, shirtings, and Canton flannels are running on full time and nearly to full capacity; demand, however, is light and goods are being stored as fast as made. The prospects for the future are not considered very encouraging. In the manufacture of cotton warps, business has remained stationary. Cotton thread has been very good during the six months just passed, and at the present time a marked increase is noted, many mills being rushed with orders. Cotton yarns are dull, more so than usual, although some mills have been running full and over time all Winter and were doing well until recently; but the present prospects are not encouraging.

Buyers are not placing any orders for Fall delivery. Orders which are given call for prompt delivery. Having no confidence as regards future prices, the retailer seems disposed to force the manufacturer to assume all the risks of carrying the stocks of goods. It is hoped that the second week in May will see an improvement in prints, and with this expectation bleacheries and print works are continuing to run.

During the past six months the price of raw cotton advanced rapidly. The following table gives the market quotations for October 10, 1903, and April 8, 1904 :

Prices per Pound of Raw Cotton.

KINDS.	UPLANDS		GULF		INCREASES IN APRIL AS COMPARED WITH OCTOBER IN AMOUNTS AND PERCENTAGES			
	Oct. 10, 1903	April 8, 1904	Oct. 10, 1903	April 8, 1904	Uplands		Gulf	
					Amounts	Percent- ages	Amounts	Percent- ages
Good,	<i>Cents</i> 9.96	<i>Cents</i> 15.35	<i>Cents</i> 10.49	<i>Cents</i> 15.90	<i>Cents</i> 5.39	54.1	<i>Cents</i> 5.41	51.6
Strict middling,	9.85	15.25	10.10	15.50	5.40	54.8	5.40	53.5
Middling,	9.60	15.00	9.85	15.25	5.40	56.3	5.40	54.8
Strict low,	9.46	14.85	9.71	15.10	5.39	57.0	5.39	55.5
Low,	9.22	14.60	9.47	14.85	5.38	58.4	5.38	56.8

No change in the rates of wages paid is reported from any of the cotton manufacturing centres. Increased cost of nearly all materials is noted without a corresponding increase in the selling values. Collections have been only fair.

Hosiery and Knit Goods. Business has been very quiet during the Winter months, but at the present time the prospects for the future are brighter than at the corresponding period last year. The cost of worsted yarn remains about the same, while the cost of cotton yarn has advanced fully 40 per cent. Selling values are almost unchanged, although manufacturers are trying to advance them in order to meet the increased cost of production. Rates of wages remain the same, and collections are considered fair.

Leather. The light leather manufacturing industry exhibited a good deal of activity all Winter, fully as much as for the same season a year ago, but the activity began to lessen in March and the trade continued rather quiet up to the middle of April when a little more life was shown. Not so many goods are being made as last fall, and these on a closer margin. There is very little domestic call or inquiry for the better grades of goat, although the cheaper grades are well taken. The foreign demand was quiet during the Christmas and New Year's season, as was natural, but it brightened up after that period and is very brisk now, with large orders coming in. Some manufacturers are cultivating this trade as being much easier to get than the domestic, and are running up to full capacity on this alone. American-made leather is superior and is preferred in Europe at the same price to that of its own make.

India-tanned sheep finishers complain that they are unable to buy the raw stock low enough to meet present selling prices, and production fell off greatly about the middle of April. Glazed calf leather, of the cheaper grades, was in active demand this Spring, and manufacturers report the best March business done in many years. The increasing use of colored Russia calf and of patent leather has acted against the sale of

the higher grades of glazed calf. Manufacturers have endeavored for the past four or five years to force a colored chrome calf leather upon the market; but it did not take well, probably owing to the inability to produce uniform coloring. The colored Russia calf leather now being produced is of the old-fashioned oil and gamboge tannage. Energetic experimental work, having in view the production of satisfactory chrome-tanned colored leather, is noted in some factories. The business of manufacturing chrome-tanned split leather for conversion into patent leather has increased, and plants have been enlarged greatly since last report. There has been a good demand for sheep leather all through the Winter, fully as good as for the same months of the previous year. Trade fell off a little about the middle of March, the depression continuing to the middle of April, when business brightened considerably. A good business is being done now, but there is a feeling among manufacturers that it will be of short duration. The margin of profit is very small, owing to scarcity of the skins. An increased demand for colors is noted.

Generally speaking, the leather factories are running full, and at least one factory is compelled to run nights in order to keep up with its orders. A small proportion are utilizing only from 75 to 90 per cent of their capacities. The wage scale in operation last Fall continues in force this Spring, but there have been instances of increased compensation to special men. There is nothing particularly disquieting in labor circles. The cost prices of nearly all kinds of skins are very firm, at about last Fall's figures, and there is a growing scarcity in all lines. Pickled sheep skins have advanced since early Spring. Selling prices are strong at last Fall's quotations, with advances in some grades of goat and calf leather. Collections have not been as prompt this Spring as last year, and manufacturers could not depend upon exact days of payment; still, upon the whole, there is very little cause for complaint.

Business in the Woburn tanneries is a little better than it has been during the Winter months, and about the same as for the preceding six months but not so good as for the corresponding period of last year. Little change is reported in the cost of hides, the market prices remaining very firm. Selling values of leather remain about the same; establishments are running on full time, but not up to full capacity. One firm in Woburn was partially destroyed by fire during the Winter, but has re-built and is again running on full time. One firm at the present time has part of its help idle, on account of the buffers being out on strike. No change reported in the rates of wages. Collections very fair.

Liquors: Malt. Breweries, as a rule, had a very good Winter trade. Some of them exhibited gains over last Winter, and nearly all had as good a demand, which, considering the cold weather, was very satisfactory. The present business shows an increase since February in many breweries, and the indications in the direction of a large Summer's demand are encouraging. Establishments are running on full time,

and at from 40 per cent to full capacity. The general wage scale is the same as at the time of our last report, and no labor troubles are indicated. The situation in connection with the working time of bottlers was threatening, but trouble was averted by a compromise entered into about the middle of April, under which they are to work 10 hours a day in the Summer months and nine hours in the Winter months, instead of nine hours the year round, as demanded by the bottlers. Their pay remains unchanged. Malt, hops, and cereals are higher than they were last year, and bottles have advanced in price owing to a combination of the Eastern and Western bottle manufacturers. Selling prices have not changed. Collections are very good considering the season of the year.

The following tabular statement shows the number of barrels of fermented liquors brewed, on which tax was paid in the District of Massachusetts, during the six months ending March 31, 1904, brought into comparison with corresponding period in 1902 and 1903 :

MONTHS.	NUMBER OF BARRELS BREWED IN—	
	1902-03	1903-04
October,	149,539	144,980
November,	132,074	132,495
December,	131,852	129,905
January,	114,407	102,385
February,	111,280	110,663
March,	142,448	136,844
TOTAL,	781,600	757,272

The aggregate barrels brewed during the six months ending March 31, 1904, numbered 757,272, a decrease of 24,328 barrels as compared with the barrels brewed during the corresponding period in 1902-03, *i.e.*, 781,600.

Machines and Machinery. Manufacturers have been doing a good business during the Winter and Spring. Demand has not been quite up to that of a year ago, but there are a good many inquiries for new machinery, which, if developed, will make for a strong business later on. The foreign market for leather machinery is dull, owing to business depression on the continent, especially in Austria. Factories are running on full time, but at about only half capacity. There have been no changes of importance in rates of wages since our last report, and there are no signs of labor troubles. The pig iron market is tending upward, but practically there are no other changes since Fall in the cost of stock. The same price lists are in force.

Manufacturers of blowers, engines, and steam appliances report considerable falling off, one large firm stating that the decline, so far as it affected them, was fully 50 per cent. This, it was claimed, was due in a measure to the severe Winter weather, which had retarded the erection of new and contemplated buildings, and also to labor troubles which have

taken place in the building and allied trades. Establishments in Boston are running on full time and to about 65 per cent of their capacity. Slight increase is reported in the cost of raw materials, while selling values remain about the same. The rates of wages are unchanged, and collections are considered as being very fair.

Business in Lowell is not as good as during the previous six months, nor as good as for the corresponding period of last year. One firm reports running for three months on 40 hours a week, while at the present time it is running 45 hours a week instead of 54; other establishments are running on full time, but only up to 75 per cent of full capacity. Cost of raw materials has slightly advanced, while the selling values remain unchanged; rates of wages the same; collections fair.

In Worcester, business has greatly decreased, especially in the manufacture of textile machinery, machine knives, woodworking machinery, shears for machinery, and machine screws; establishments with the above output, while running on full time, are working only to about 50 per cent of their capacity, and manufacturers consider the prospects for the future very poor. In the manufacture of rolling-mill and paper-box machinery, business has been very quiet during the Winter, but during the past month it has shown marked improvement, and the prospects are more encouraging. In the manufacture of steam boilers, one of the large firms is in the hands of a receiver and but little is being done. A slight decrease is reported in the cost of some grades of pig iron and iron castings; otherwise, the cost of raw materials, as well as the selling value of the product, remains unchanged. No change is reported in the rate of wages, and collections are fair.

Metals and Metallic Goods. Business is very slack. There is not nearly the activity of last Fall or Spring. The trade of the Winter months was dull; the depression began about the first of December. Demand in some establishments fell off 30 per cent in that month and 70 per cent from the Fall business. April showed a somewhat improved condition, but not equal to the corresponding season of the previous year. Demand for kitchen goods in January, February, and March also was behind that of the same months of 1903, but began to improve in April.

Iron foundries report a falling off in business since last November, but at the present time trade begins to look brighter. Brass and copper business is considered to be a little better than for the previous six months, while in the manufacturing of all other kinds of metallic goods, business has remained about the same as for the previous six months, with prospects for the future looking somewhat less encouraging. Establishments are running full time, and up to about 75 per cent of full capacity; a few, however, run as low as 20 per cent. Wages remain the same as they were last Fall. A few special instances are reported of advances among the foundrymen. There is no apprehension of any labor troubles.

The cost of stock has not changed materially. The price of boiler iron is fixed by a combination of producers and remains the same to-day as last Fall. Tin-plate has advanced a trifle and sheet iron is slightly lower in price, while the price for foundry materials is not so firm, with slight declines in some kinds of stock. No decided changes in selling price are reported. Collections have been a little slow all the Spring, but are improving.

Musical Instruments. Business is not as good as for the previous six months, especially in pianos. The future does not look as bright as it did at the corresponding period last year, and while most of the establishments are running on full time, some of them are running but 48 hours a week instead of 54 hours. Cost of raw materials, as well as selling prices and rates of wages, remains the same. Collections are considered very good.

Paper. Business has not been as good as for the previous six months, nor as good as for the corresponding period of last year. At the present time mills report a slight improvement, and are running on full time and nearly up to their full capacity. A slight increase is reported in the cost of raw materials, while selling prices remain unchanged. But little change is noted in the average number of persons employed or in the amount of wages paid; rates of wages are unchanged; collections fair.

Printing and Publishing. There is very little difference in the volume of business in the market between this Spring and that of 1903. Job printing is fully as active, but some establishments report that they are not so much behind their orders, although they are quite as busy as they were last Spring. The opinion was frequently expressed that the strike of last February delayed work so that the rush now is the result of an effort to catch up. Establishments making a specialty of very fine work report more orders than last year, with a large amount of special work on which no bidding is required. The past Winter's business was also satisfactory. Generally speaking, there is not quite so much book printing in the market as there was last Spring, but the amount is far ahead of the Fall. Establishments engaged on special and large edition printing are fully as busy as they were last Spring, but there is not so much work in the market this year, and they feel that the run will be completed earlier than usual. The trade, as a whole, complains of the difficulty of successfully conducting business in Boston, with its high rates of wages, in competition with out-of-town establishments with their lower wage scale. The owner of one plant states that he did the largest business and made the least money last year of any of the 44 years that he had been in the trade, and all on account of the small margin in the work. Establishments are generally running full time, and from three-quarters up to full capacity. Wages are the same as those prevailing last Fall, except in the case of compositors (hand

compositors on piece work and time work and also machine operators), whose wages were advanced after a strike lasting six weeks.* The cost of stock averaged about the same, with a tendency to stiffen on newspaper. Charges for press work are about the same as at date of last report, but are a little higher for composition, with a hardening tendency all around. Collections are fairly good.

Woolens and Worsteds. There is not the active demand in men's wear witnessed a year ago in these lines, and the mills are not doing so much business. The trade in worsteds was very satisfactory up to the second week in April and was deemed fully as good as it was a year ago, but it suddenly dropped off at that time. Mills are very busy on ladies' dress goods up to the present time, and the demand is very gratifying. Business in worsted yarns is brisk. Mills are running at from 50 per cent to full capacity. The scale of wages in force last October prevails in all the mills except the Arlington, where they were recently adjusted in the worsted department by a reduction of from five to 10 per cent. The cost of stock is lower in some instances and higher in others, and the selling price of woolens and worsteds is lower than it was a year ago, it being almost impossible to advance the selling values. Collections good.

Blankets remain about the same as for the previous six months, but present prospects are not very favorable; cost of raw materials has slightly advanced, and while the selling prices have also been advanced, the increase is not sufficient to overcome the increased cost of production. Mills are running on full time and up to full capacity. No change reported in the rate of wages paid, and collections are considered good.

In the manufacture of alpacas, business is fully as good as for the past year, and the future is bright. Cost of stock has increased, and selling values have also been advanced. Mills are running on full time and up to full capacity. No change reported in the rate of wages, and collections are good.

The trade in satinets remains about the same. Mills are running on full time and up to full capacity. Cost of stock, especially cotton warps, has increased, while but very little change is noted in the selling values. Rates of wages remain unchanged, and collections are good.

The following table shows, by industries, for the two weeks under consideration, *i.e.*, October 10, 1903, and April 9, 1904, employment and earnings, as well as the increases or decreases in the total number of persons employed, the total weekly earnings, and the weekly earnings per individual. As was stated in the first part of this review, the statistics are based upon comparisons for identical establishments.

* See page 144, *post*.

INDUSTRIES.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		PAYROLL FOR WEEK ENDING—		EARNINGS PER INDIVIDUAL FOR WEEK ENDING—		INCREASES (+), OR DECREASES (—), FOR THE WEEK ENDING APRIL 9, 1904, AS COMPARED WITH WEEK ENDING OCTOBER 10, 1903, FOR—		
	Oct 10, 1903	April 9, 1904	Oct. 10, 1903	April 9, 1904	Oct. 10, 1903	April 9, 1904	Persons Employed	Weekly Payroll	Earnings per Individual
Boots and shoes, . . .	4,681	4,695	\$50,582	\$49,990	\$10.81	\$10.65	+14	—\$592	—\$0.16
Building, . . .	1,901	1,543	27,450	21,209	14.44	13.75	—358	—6,241	—0.69
Carbonated beverages, . .	13	12	127	120	9.77	10.00	—1	—7	+0.23
Cigars, . . .	796	839	12,678	13,081	15.95	15.59	+44	+403	—0.36
Clothing, . . .	853	796	8,736	8,216	10.24	10.32	—57	—520	+0.08
Confectionery, . . .	2,351	1,777	13,939	11,165	5.93	6.28	—574	—2,774	+0.35
Cotton goods, . . .	30,726	31,380	238,846	233,000	7.77	7.43	+654	—5,846	—0.34
Leather, . . .	3,034	3,353	28,990	32,182	9.54	9.60	+319	+3,252	+0.06
Liquors: malt, . . .	492	488	8,302	8,367	16.87	17.15	—4	+65	+0.28
Machines and machinery, . . .	6,005	5,461	66,804	60,958	11.12	11.16	—544	—5,846	+0.04
Metals and metallic goods, . . .	6,686	5,700	78,533	64,505	11.75	11.32	—986	—14,028	—0.43
Musical instruments, . .	289	261	4,478	3,596	15.49	13.78	—28	—882	—1.71
Paper, . . .	1,799	1,780	17,491	17,324	9.72	9.73	—19	—167	+0.01
Printing and publishing, . . .	567	637	7,316	7,665	12.90	12.03	+70	+349	—0.87
Print works, dye works, and bleacheries, . . .	970	895	8,966	7,650	9.24	8.55	—75	—1,316	—0.69
Woolen goods, . . .	8,759	8,516	69,459	65,598	7.93	7.70	—243	—3,861	—0.23
Worsted goods, . . .	8,517	8,746	71,479	70,236	8.39	8.03	+229	—1,243	—0.36
TOTALS, . . .	78,438	76,879	\$714,116	\$674,862	\$9.10	\$8.78	—1,559	—\$39,254	—\$0.32

As will be seen in the above table only three industries show an increase in both the number of persons employed and in the weekly payroll for the week ending April 9 as compared with the week ending October 10. These industries are Cigars, Leather, and Printing and Publishing. When reduced to an average, the increase in the individual weekly earnings is but six cents in the leather industry. Although the number of persons was larger in Cigars and Printing and Publishing and the weekly payroll in excess of the total amount paid in October, the average earnings per individual in these industries fell off 36 cents and 87 cents, respectively. In Cotton Goods, in which the largest number of persons employed among the industries considered is noted, the increase in the number of persons employed this Spring as compared with last Fall is 654, yet the total weekly payroll was \$5,846 less, a decrease on an average of 34 cents per individual. From the conditions previously noted in regard to this industry, a falling off of earnings is not to be wondered at. This matter of decreases in average weekly earnings must be considered in connection with running time and business conditions in every case.

The next table shows the same line of facts regarding employment and earnings for certain cities and towns:

CITIES AND TOWNS.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		PAYROLL FOR WEEK ENDING—		EARNINGS PER INDIVIDUAL FOR WEEK ENDING—		INCREASES (+), OR DECREASES (—), FOR THE WEEK ENDING APRIL 9, 1904, AS COMPARED WITH WEEK ENDING OCTOBER 10, 1903, FOR—		
	Oct. 10, 1903	April 9, 1904	Oct. 10, 1903	April 9, 1904	Oct. 10, 1903	April 9, 1904	Persons Employed	Weekly Payroll	Earnings per Individual
Boston,	9,127	8,099	\$104,343	\$95,357	\$11.43	\$11.77	-1,028	-\$8,986	+\$0.34
Brockton,	874	808	11,625	8,992	13.30	11.13	-66	-2,633	-2.17
Cambridge,	721	665	6,929	6,476	9.61	9.74	-56	-453	+0.13
Chicopee,	2,814	3,012	18,656	18,786	6.63	6.24	+198	+130	-0.39
Fall River,	4,403	4,395	35,499	28,292	8.06	6.44	-8	-7,177	-1.62
Haverhill,	1,936	2,078	18,274	21,238	9.44	10.22	+142	+2,964	+0.78
Holyoke,	7,674	7,720	65,389	65,431	8.52	8.48	+46	+42	-0.04
Lawrence,	18,747	18,750	150,588	145,885	8.03	7.78	+3	-4,703	-0.25
Lowell,	15,508	15,912	121,303	123,488	7.82	7.76	+404	+2,185	-0.06
Lynn,	2,399	2,395	25,140	24,732	10.61	10.33	+26	-408	-0.28
New Bedford,	3,139	2,973	27,862	25,084	8.88	8.44	-166	-2,778	-0.44
Peabody,	1,820	1,874	17,448	18,636	9.59	9.94	+54	+1,187	+0.35
Woburn,	1,036	1,194	10,655	12,240	10.28	10.25	+158	+1,585	-0.03
Worcester,	8,270	7,004	100,435	80,226	12.14	11.45	-1,266	-20,209	-0.69
TOTALS,	78,438	76,879	\$714,116	\$674,862	\$9.10	\$8.78	-1,559	-\$39,254	-\$0.32

In Chicopee, Haverhill, Holyoke, Lowell, Peabody, and Woburn an increased number of persons employed this Spring, as compared

AVERAGE RETAIL PRICES IN 17 CITIES.

There are few subjects which have received more frequent or careful attention in the reports of the Bureau than Prices and Cost of Living.

The Bureau was established in 1869. In 1871, the first report regarding prices appeared, followed by others in 1872, 1873, 1874, 1879, 1882, 1884, 1885, 1897, 1901.

In all of these reports since 1872, comparative prices have been presented in accordance with the classification adopted in 1872. Many of the necessities of life, included in that classification, have gone out of general use, as regards certain grades; besides this, the classification

Average Retail Prices in 17 Cities.

ARTICLES.	Basis	Boston	Brockton	Fall River	Fitchburg	Gloucester	Haverhill	Holyoke	Lawrence	Lowell
GROCERIES.										
Flour:										
Bread,	pound	\$0.04	-	-	\$0.04	-	-	\$0.04	-	\$0.04
Pastry,	barrel	5.907	\$6.206	\$6.75	6.595	\$6.75	\$6.50	6.50	\$6.00	6.403
Buckwheat,	pound	.04	-	-	.04	-	-	.037	-	.04
Entire wheat,	barrel	5.429	5.893	6.25	6.00	6.428	6.00	5.775	5.50	5.795
Graham,	pound	.047	.041	.03	.046	.057	.06	.033	.048	.03
Rye,	pound	.041	.05	.04	.048	.047	.045	.04	.044	.034
Mesa:	pound	.026	.03	.03	.04	.04	.04	.036	.03	.03
Corn,	pound	.027	.03	.03	.04	.036	.04	.03	.03	.03
Oat,	pound	.021	.03	.03	.032	.03	.03	.031	.031	.03
Rye,	pound	.021	.04	.05	.041	.048	.041	.044	.04	.046
Coffee:	pound	.033	.03	.03	.033	.04	.03	.03	.031	.03
Blend,	pound	.25	-	-	.221	-	-	-	-	.25
Java,	pound	.231	.302	.297	.323	-	.35	.327	.35	.325
Mixed,	pound	.325	-	.297	.325	-	-	.323	-	.329
Mocha,	pound	.23	.302	.30	.323	-	.35	.325	.35	.325
Mocha and Java,	pound	-	-	-	.275	.323	-	-	-	-
Rio,	pound	.147	.15	.15	-	-	.291	-	.30	-
Santos,	pound	.195	.18	.183	-	.20	-	-	.174	-

with last Fall, is shown, as well as an increase in the weekly payroll; but in only two of these places does it appear that the average weekly earnings per individual were higher. The largest decrease in average weekly earnings per individual is to be found in the city of Brockton, the next largest in Fall River, and in both of these cases the reason for this decrease is apparent from the statements which have preceded this table in regard to the condition of manufacturing in Brockton and in Fall River.

Considered as a whole, the cities and towns mentioned show a decrease of 1,559 persons for the week ending April 9, 1904, as compared with the week ending October 10, 1903. Comparing the same two weeks there was a falling off in the total weekly payroll of \$39,254, or on an average, per individual, of 32 cents.

AVERAGE RETAIL PRICES IN 17 CITIES.

was incomplete, not covering enough articles or enough different grades of the same article.

For this reason, it has been deemed essential to make a new and more complete classification, and it appears in the table which follows.

The prices were obtained by Special Agents of the Bureau between April 4 and 15. Seventeen cities were visited by our Agents, including Boston, Brockton, Fall River, Fitchburg, Gloucester, Haverhill, Holyoke, Lawrence, Lowell, Lynn, New Bedford, Newburyport, Salem, Springfield, Taunton, Woburn, and Worcester.

Average Retail Prices in 17 Cities.

ARTICLES.	Basis	Lynn	New Bedford	Newburyport	Salem	Springfield	Taunton	Woburn	Worcester
GROCERIES.									
Flour:									
Bread,	pound	-	-	-	-	\$0.04	-	\$0.035	\$0.04
Pastry,	barrel	\$5.75	\$6.75	\$6.25	\$6.464	6.50	\$6.50	6.269	6.50
Buckwheat,	pound	-	-	-	-	.04	-	.035	.04
Entire wheat,	barrel	5.417	6.25	5.75	5.779	5.855	6.25	5.908	6.00
Graham,	pound	.038	.05	.049	.036	.032	.045	.03	.03
Rye,	pound	.036	.05	.041	.039	.04	.05	.034	.04
Meal:	pound	.032	.04	.036	.031	.038	.04	.035	.04
Corn,	pound	.035	.04	.034	.034	.031	.03	.03	.03
Oat,	pound	.023	.04	.028	.03	.03	.03	.03	.03
Rye,	pound	.036	.05	.042	.038	.045	.04	.046	.04
Coffee:	pound	.033	.04	.03	.032	.038	.05	.03	.03
Blend,	pound	-	-	-	-	-	-	.25	-
Java,	pound	-	.325	-	.314	.313	.30	.324	.337
Mixed,	pound	-	-	-	-	-	-	.324	.337
Mocha,	pound	-	.304	-	.30	.32	.307	.326	.338
Mocha and Java,	pound	.245	-	.276	.20	.334	-	-	-
Rio,	pound	-	.18	.137	.151	.15	.18	-	.15
Santos,	pound	-	.18	.15	.185	.20	.164	-	.20

Average Retail Prices in 17 Cities — Continued.

ARTICLES.	Basis	Boston	Brockton	Fall River	Fitchburg	Gloucester	Haverhill	Holyoke	Lawrence	Lowell
GROCERIES — Con.										
Tea:										
Black,	pound	\$0.33	\$0.384	\$0.50	\$0.541	\$0.50	\$0.542	\$0.481	\$0.535	\$0.535
Green,	pound	.384	.418	.50	.542	.50	.545	.489	.533	.533
Gunpowder,	pound	.70	—	—	.70	—	—	.70	—	.70
Mixed,	pound	.364	.372	.53	.547	.50	.545	.494	.534	.535
Sugar:										
Coffee A,	pound	.048	.061	.051	.051	.05	.05	.056	.055	.045
Cut loaf,	pound	.099	.07	.082	.08	.081	.071	.084	.07	.076
Granulated,	pound	.051	.062	.05	.056	.055	.055	.062	.055	.05
Powdered,	pound	.097	.08	.061	.08	.08	.08	.08	.068	.09
Yellow,	pound	.046	.05	.047	.05	.05	.05	.052	.052	.045
Molasses:										
Cooking,	gallon	.32	.40	.336	.40	.40	.49	.40	.40	.411
New Orleans,	gallon	.433	.612	.50	.527	.60	.60	.529	.612	.529
Ponce,	gallon	.70	—	—	.60	—	—	—	—	.60
Porto Rico,	gallon	.462	.50	.50	.50	.559	.60	.50	.493	.58
Syrup,	gallon	.486	—	.50	.475	.60	.50	.60	.50	.544
Vinegar:										
Cider,	gallon	.221	.20	.203	.209	.204	.305	.20	.326	.20
White wine,	gallon	.162	.24	.169	.222	.20	.20	.20	.16	.192
Butter:										
Creamery,	pound	.234	.252	.25	.295	.30	.28	.312	.294	.299
Cooking,	pound	.20	.216	.215	.226	.25	.245	.23	.23	.207
Dairy,	pound	.253	.308	.304	.293	—	.257	.292	.314	.265
Renovated,	pound	—	.20	—	.20	.25	.223	.217	.22	—
Cheese:										
Liverpool,	pound	.175	.186	.184	—	.18	—	—	—	—
New York,	pound	.15	.17	—	—	.165	.16	—	.165	—
Sage,	pound	—	.182	.184	—	—	.17	—	.17	—
Vermont,	pound	.162	.16	.16	.169	.18	.172	.177	.18	.167
Eggs:										
Cape,	dozen	.231	—	.25	—	.24	.25	—	.244	—
Eastern,	dozen	.205	.22	.22	.256	.22	.246	.252	.233	.24
Near by,	dozen	.236	.256	.263	.25	.246	.26	—	.262	.25
Refrigerator,	dozen	—	—	.195	—	—	—	—	—	—
Western,	dozen	.20	.20	.204	.22	.20	.22	.22	.206	.20
Beans:										
Black,	quart	.111	.113	—	.10	.128	.117	.12	.117	.113
Lentils,	quart	.08	—	—	—	—	—	—	—	—
Medium,	quart	.085	.096	.088	—	.08	.094	—	.09	—
Pea,	quart	.091	.092	.103	.102	.096	.098	.094	.107	.089
Red kidney,	quart	.128	.117	.119	.12	.135	.12	.113	.12	.116
Yellow eye,	quart	.113	.117	.114	.126	.12	.12	.12	.118	.116
Pease:										
Dried,	quart	.079	.08	.081	—	.078	.08	.08	.082	.086
Split,	quart	.095	.10	.078	—	.085	.08	.088	.088	.097
Rice:										
Good,	pound	.063	.087	.08	.07	.072	.09	.08	.082	.067
Head,	pound	.077	.105	—	.10	.089	.10	.10	.097	.10
Tapoca:										
Flake,	pound	.047	.07	.05	.061	.07	.079	.055	.065	.06
Pearl,	pound	.043	.05	.05	.077	.07	.085	.08	.082	.05
Sago,	pound	.065	.09	.05	.076	.09	.098	.08	.085	.074
Bread soda,	pound	.03	.072	.06	.052	.096	.065	.072	.061	.05
Saleratus,	pound	.055	.072	.077	.07	.094	.072	.08	.061	.078
Starch,	pound	.052	.068	.06	.053	.073	.08	.059	.089	.046
Soap:										
Laundry,	cake	.042	.05	.045	.05	.05	.05	.05	.046	.05
Old,	bar	.047	.05	.035	—	—	.05	.045	.05	—
Kerosene oil,	gallon	.144	.157	.16	.13	.143	.15	.123	.155	.137
Pickles:										
Cucumber,	quart	.111	.127	.183	.11	.142	.12	.127	.126	.11
Mixed,	quart	.13	.20	.20	.14	.25	.14	.19	.14	.12
PROVISIONS.										
Beef, corned:										
Brisket,	pound	.104	.12	.125	.095	.129	.109	.068	.125	.105
Flank,	pound	.059	.052	.04	.057	.063	.065	.052	.064	.056
Rib (thick end), . . .	pound	.099	.12	.12	.116	.12	.101	.088	.12	.082
Beef, dried,	pound	.219	.277	.247	.258	.291	.25	.214	.237	—
Beef, roast:										
Rib,	pound	.174	.202	.196	.172	.159	.15	.155	.15	.138
Rib roll,	pound	.154	.20	.14	.123	—	.12	.102	.14	.102
Rump (back),	pound	.217	.18	.14	.169	.178	.15	—	.16	.147
Rump (face),	pound	.163	.20	.151	.192	.182	.18	.203	.16	.136
Sirloin,	pound	.218	.246	.213	.194	.227	.186	.21	.19	.172
Vein,	pound	.157	.157	.15	.107	.18	.18	.15	.183	—
Beef, steak:										
Chuck,	pound	.109	.093	.084	.126	.146	.082	.124	.08	.092
Hamburger,	pound	.095	.143	.16	.112	.118	.128	.101	.156	.098
Round,	pound	.188	.19	.186	.20	.248	.20	.157	.19	.165
Rump,	pound	.246	.24	.229	.215	.291	.242	.205	.224	.258
Sirloin,	pound	.228	.253	.253	.253	.25	.246	.235	.266	.216
Beef, soup:										
Shin bone,	pound	.05	.044	.03	.049	.049	.085	.062	.035	.05

Average Retail Prices in 17 Cities — Continued.

ARTICLES.	Basis	Lynn	New Bedford	Newburyport	Salem	Springfield	Taunton	Woburn	Worcester
GROCERIES — Con.									
Tea:									
Black,	pound	\$0.50	\$0.517	\$0.458	\$0.425	\$0.477	\$0.453	\$0.51	\$0.516
Green,	pound	.458	.519	.451	.436	.501	.453	.511	.531
Gunpowder,	pound	—	—	—	—	.60	—	—	—
Mixed,	pound	.468	.50	.444	.421	.505	.45	.553	.501
Sugar:									
Coffee A,	pound	.045	.053	.05	.05	.048	.05	.045	.051
Cut loaf,	pound	.061	.078	.07	.061	.065	.07	.08	.076
Granulated,	pound	.051	.061	.05	.05	.051	.06	.051	.06
Powdered,	pound	.064	.078	.07	.062	.064	.07	.08	.076
Yellow,	pound	.045	.055	.05	.045	.045	.05	.045	.05
Molasses:									
Cooking,	gallon	.301	.40	.40	.399	.411	.40	.376	.40
New Orleans, . . .	gallon	.456	.584	.50	.542	.66	.614	.60	.566
Ponce,	gallon	—	—	—	—	—	—	.70	.60
Porto Rico,	gallon	.409	.50	.50	.561	.476	.491	.472	.50
Syrup,	gallon	.431	.65	.453	.469	.562	.50	.50	.50
Vinegar:									
Cider,	gallon	.193	.24	.368	.262	.194	.293	.20	.203
White wine,	gallon	.245	.264	—	.216	.20	.28	.20	.20
Butter:									
Creamery,	pound	.247	.312	.262	.25	.303	.268	.29	.304
Cooking,	pound	.206	.237	.225	.23	.217	.23	.20	.22
Dairy,	pound	.238	.339	.30	.265	.284	.31	.265	.284
Renovated,	pound	—	—	.20	—	.20	—	—	—
Cheese:									
Liverpool,	pound	.18	.183	.17	.18	—	—	—	—
New York,	pound	.166	.181	.154	.184	.15	.18	.15	—
Sage,	pound	—	.18	—	—	—	.18	—	—
Vermont,	pound	.166	.186	.17	.162	.17	.18	.17	.165
Eggs:									
Cape,	dozen	.29	.24	—	.25	—	.242	—	—
Eastern,	dozen	.204	.22	.24	.22	.25	.223	.235	.252
Near by,	dozen	.26	.257	.242	.254	.25	.263	—	.255
Refrigerator, . . .	dozen	—	.20	—	—	—	—	—	—
Western,	dozen	.183	.20	.218	.206	.218	.203	.205	.22
Beans:									
Black,	quart	.145	.136	—	.10	.12	.114	.114	.12
Lentils,	quart	.07	—	—	.12	—	—	—	—
Medium,	quart	.072	.10	.09	—	—	.097	—	—
Pea,	quart	.089	.108	.088	.099	.09	.104	.095	.091
Red kidney,	quart	.116	.14	.116	.13	.12	.117	.12	.12
Yellow eye,	quart	.11	.14	.105	.121	.12	.117	.12	.12
Pease:									
Dried,	quart	.077	.08	.07	.08	.08	.08	.084	.08
Split,	quart	.084	.055	.082	.09	.10	.09	.097	.10
Rice:									
Good,	pound	.057	.08	.07	.057	.073	.07	.068	.064
Head,	pound	.077	.10	.087	.08	.10	.09	.10	.10
Tapioca:									
Flake,	pound	.051	.06	.08	.054	.065	.066	.05	.05
Pearl,	pound	.05	.08	.062	.05	.065	.06	.063	.051
Sage,	pound	.078	.06	.08	.073	.08	.087	.071	.07
Bread soda,	pound	.048	.09	.06	.054	.053	.08	.05	.06
Saleratus,	pound	.048	.09	.061	.084	.08	.08	.074	.08
Starch,	pound	.055	.06	.071	.052	.051	.06	.046	.044
Soap:									
Laundry,	cake	.049	.051	.05	.058	.05	.05	.05	.05
Old,	bar	.072	.052	—	.101	.05	.05	—	—
Kerosene oil,	gallon	.15	.164	.147	.15	.12	.16	.14	.124
Pickles:									
Cucumber,	quart	.15	.146	.134	.165	.104	.126	.106	.10
Mixed,	quart	—	.192	.15	.20	.122	.13	.11	.12
PROVISIONS.									
Beef, corned:									
Brisket,	pound	.113	.115	.093	.121	.06	.08	.118	.078
Flank,	pound	.052	.05	.051	.055	.07	.08	.085	.06
Rib (thick end), . .	pound	.104	.12	.107	.113	.138	.137	.115	.13
Beef, dried,	pound	.298	.265	.257	.284	.183	.247	.276	.176
Beef, roast:									
Rib,	pound	.14	.148	.148	.171	.196	.20	.196	.20
Rib roll,	pound	.133	.13	.133	.14	—	.206	—	.107
Rump (back), . . .	pound	.151	.237	.18	.211	—	.233	—	.216
Rump (face), . . .	pound	.159	.151	.19	.186	.20	.16	.243	.206
Stirloin,	pound	.184	.234	.20	.206	.22	.249	.245	.22
Vein,	pound	.162	.163	.18	.206	—	.20	—	.11
Beef, steak:									
Chuck,	pound	.133	.062	.125	.163	.12	.10	.104	.115
Hamburger,	pound	.106	.151	.094	.14	.111	.194	.113	.104
Round,	pound	.194	.176	.172	.217	.178	.194	.196	.18
Rump,	pound	.273	.219	.231	.263	.211	.247	.234	.218
Stirloin,	pound	.197	.238	.227	.262	.263	.252	.282	.255
Beef, soup:									
Shin bone,	pound	.043	.032	.042	.044	.052	.044	.052	.052

Average Retail Prices in 17 Cities — Concluded.

ARTICLES.	Basis	Boston	Brockton	Fall River	Fitchburg	Gloucester	Haverhill	Holyoke	Lawrence	Lowell
PROVISIONS — Con.										
Lamb:										
Chop,	pound	\$0.232	\$0.211	\$0.25	\$0.20	\$0.206	\$0.195	\$0.16	\$0.21	\$0.157
Forequarter,	pound	.085	.105	.161	.108	.10	.083	.091	.10	.091
Hindquarter,	pound	.129	.176	.217	.141	.148	.134	.12	.15	.126
Leg,	pound	.154	.18	.203	.156	.151	.147	.126	.16	.146
Loin,	pound	.134	.18	.203	.13	.149	.132	.14	.156	.124
Pork:										
Chop,	pound	.182	.189	.136	.181	.14	.128	.13	.132	.133
Roast,	pound	.117	.142	.128	.128	.132	.12	.13	.129	.125
Spare rib,	pound	.097	.138	.124	.10	.09	.12	.091	.12	.068
Salt,	pound	.105	-	-	-	-	-	-	-	-
Veal:										
Chop,	pound	.147	.241	.238	.208	.256	.181	.191	.18	.176
Cutlet,	pound	.247	.244	.258	.262	.296	.22	.227	.215	.275
Forequarter,	pound	.085	.116	.082	.108	.107	.10	.106	.10	.093
Hindquarter,	pound	.143	.156	.18	.18	.162	.121	.143	.12	.123
Leg,	pound	.142	.20	.25	.172	.184	.142	.15	.14	.130
Loin,	pound	.162	.16	.202	.152	.16	.14	.162	.15	.123
Poultry:										
Chicken,	pound	.226	.247	.274	.246	.224	.232	.20	.23	.215
Fowl,	pound	.175	.18	.195	.182	.188	.174	.175	.18	.18
Turkey,	pound	.249	.25	.254	.25	.25	.25	.246	.24	.247
Bacon:										
Side,	pound	.156	.182	.18	.149	.177	.172	.144	.18	.136
Sliced,	pound	.145	.182	.182	.177	.196	.185	.16	.195	.143
Ham:										
Sliced,	pound	.222	.24	.187	.217	.247	.20	.215	.21	.206
Whole,	pound	.142	.14	.126	.134	.149	.142	.142	.178	.133
Sausages:										
Bologna,	pound	.093	.12	.102	.105	.105	.093	.102	.094	.10
Frankfurters,	pound	.105	.122	.10	.117	.12	.10	.12	.10	.122
Pork,	pound	.105	.14	.10	.12	.125	.12	.12	.12	.126
Shoulder:										
Corned,	pound	.092	.10	.089	.106	.102	.09	.104	.09	.10
Smoked,	pound	.092	.10	.101	.116	.11	.09	.115	.096	.10
Liver,	pound	.09	.10	.08	.077	.08	.08	.073	.073	.08
Tripe,	pound	.062	.10	.071	.074	.08	.072	.066	.09	.091
Lard:										
Best leaf,	pound	.124	.127	.12	-	.136	.119	.132	.14	-
Leaf,	pound	.114	.113	.118	.132	.12	.14	-	.126	.14
Pure,	pound	.101	.13	.104	.117	.12	.12	.12	.12	.10
Cottolene,	pound	.065	.104	.103	.125	.13	.12	.10	.12	-
FISH.										
Cod:										
Fresh,	pound	.09	.12	.10	.083	.082	.12	.077	.133	.073
Salt,	pound	.091	.151	.139	.122	.15	.146	.10	.13	.10
Halibut:										
Fresh,	pound	.166	.197	.203	.20	.197	.161	.15	.178	.156
Smoked,	pound	.197	.244	.20	.186	.194	.197	.18	.19	.18
Mackerel:										
Fresh,	apiece	.30	-	-	.25	.193	-	.25	-	.238
Salt,	apiece	.164	.18	.167	.118	.16	.158	.181	.152	.115
Salmon, smoked	pound	.241	.262	.246	.191	-	.25	.20	.244	.208
VEGETABLES.										
Cabbage,	pound	.055	.055	.075	.057	.051	.065	.05	.07	.06
Onions,	quart	.064	.07	.055	.062	.095	.075	.061	.07	.076
Potatoes:										
Sweet,	pound	.043	.058	.05	.05	.045	.05	.06	.05	.05
White,	peck	.316	.363	.302	.347	.362	.35	.34	.33	.375
Turnips:										
White,	pound	.028	.02	.022	.023	.05	.03	.022	.03	.03
Yellow,	pound	.023	.02	.022	.023	.024	.03	.027	.03	.023
FRUIT.										
Apples:										
Dried,	pound	.109	.11	.12	.116	.106	.125	.105	.125	-
Fresh,	peck	.402	.477	.50	.307	.317	.45	.353	.463	.353
Apricots (dried),	pound	.14	.13	.148	.12	.141	.125	.124	.122	.159
Bananas,	dozen	.176	.16	.153	.177	.187	.20	.182	.208	.179
Cranberries,	quart	.107	.098	.121	.12	.116	.126	.12	.118	.111
Lemons,	dozen	.133	.109	.146	.20	.23	.208	.215	.194	.161
Oranges,	dozen	.243	.279	.35	.216	.233	.267	.223	.308	.332
Prunes,	pound	.074	.085	.118	.092	.093	.076	.067	.098	.077
FUEL.										
Coal:										
Egg,	ton	7.00	7.75	7.60	7.25	7.00	7.435	7.50	7.25	7.00
Furnace,	ton	7.029	7.75	7.25	7.25	7.00	7.419	7.50	7.25	7.00
Nut,	ton	7.00	7.75	7.75	7.25	7.25	7.431	7.50	7.25	7.00
Stove,	ton	7.00	7.75	7.75	7.25	7.25	7.437	7.50	7.25	7.00
Wood:										
Hard,	cord	12.848	9.50	9.00	8.00	14.00	7.50	9.00	9.00	9.00
Soft,	cord	11.333	7.50	9.00	7.00	12.142	6.50	7.333	8.00	6.00

Average Retail Prices in 17 Cities — Concluded.

ARTICLES.	Basis	Lynn	New Bedford	Newburyport	Salem	Springfield	Taunton	Woburn	Worcester
PROVISIONS — Con.									
Lamb:									
Chop,	pound	\$0.161	\$0.175	\$0.162	\$0.221	\$0.166	\$0.246	\$0.256	\$0.165
Forequarter,	pound	.089	.116	.087	.091	.08	.12	.106	.085
Hindquarter,	pound	.136	.18	.148	.132	.13	.18	.167	.135
Leg,	pound	.149	.215	.172	.166	.145	.203	.185	.15
Loin,	pound	.125	.207	.17	.162	.15	.18	.169	.15
Pork:									
Chop,	pound	.128	.134	.135	.142	.141	.14	.13	.136
Roast,	pound	.123	.132	.125	.134	.14	.137	.13	.127
Spare rib,	pound	.105	.133	.091	.134	.102	.137	.10	.10
Salt,	pound	-	-	-	-	-	-	-	-
Veal:									
Chop,	pound	.174	.243	.182	.213	.20	.25	.20	.20
Cutlet,	pound	.245	.243	.21	.276	.247	.25	.279	.247
Forequarter,	pound	.089	.10	.105	.097	.121	.123	.104	.12
Hindquarter,	pound	.123	.151	.156	.17	.18	.16	.166	.172
Leg,	pound	.135	.20	.158	.178	.18	.20	.18	.174
Loin,	pound	.119	.242	.156	.165	.18	.217	.18	.171
Poultry:									
Chicken,	pound	.20	.239	.22	.224	.218	.245	.204	.22
Fowl,	pound	.168	.173	.185	.176	.18	.177	.186	.18
Turkey,	pound	.246	.245	.245	.25	.25	.25	.25	.25
Beef:									
Side,	pound	.144	.17	.147	.158	.141	.18	.176	.14
Sliced,	pound	.164	.191	.16	.175	.177	.182	.19	.18
Ham:									
Sliced,	pound	.204	.20	.20	.215	.20	.218	.271	.20
Whole,	pound	.142	.154	.134	.14	.143	.133	.153	.141
Sausages:									
Bologna,	pound	.10	.095	.10	.10	.10	.114	.10	.10
Frankfurters,	pound	.098	.112	.122	.139	.12	.12	.123	.12
Pork,	pound	.108	.114	.12	.133	.109	.14	.11	.10
Shoulder:									
Corned,	pound	.102	.095	.092	.10	.112	.096	.11	.105
Smoked,	pound	.10	.10	.098	.10	.12	.097	.112	.116
Liver,	pound	.089	.092	.092	.10	.08	.097	.085	.08
Tripe,	pound	.067	.09	.05	.115	.088	.097	.096	.08
Lard:									
Best leaf,	pound	.123	.12	.092	.132	.14	.116	-	-
Leaf,	pound	.117	.11	.10	-	-	.114	.14	.14
Pure,	pound	.102	.12	.093	.111	.105	.18	.124	.10
Cottolene,	pound	.12	.111	-	-	.09	.12	-	.125
FISH.									
Cod:									
Fresh,	pound	.076	.095	.071	.096	.08	.115	.095	.076
Salt,	pound	.10	.138	-	.097	.10	.146	.14	.091
Halibut:									
Fresh,	pound	.182	.168	.178	.164	.15	.217	.20	.153
Smoked,	pound	.19	.20	.191	.19	.175	.208	.22	.18
Mackerel:									
Fresh,	apiece	.216	-	.20	.19	.22	-	.30	.235
Salt,	apiece	.155	.15	.146	.168	.107	.203	.12	.123
Salmon, smoked	pound	.238	.25	.125	.267	.20	.30	.20	.185
VEGETABLES.									
Cabbage,	pound	.044	.062	.05	.05	.06	.05	.06	.06
Onions,	quart	.065	.053	.056	.078	.083	.07	.10	.06
Potatoes:									
Sweet,	pound	.042	.05	.054	.05	.06	.06	.055	.06
White,	peck	.302	.342	.35	.392	.321	.406	.37	.346
Turnips:									
White,	pound	.036	.02	.023	.042	.025	.02	.033	.025
Yellow,	pound	.021	.02	.03	.033	.025	.02	.03	.028
FRUIT.									
Apples:									
Dried,	pound	.098	.122	.107	.138	.113	.12	.105	.111
Fresh,	peck	.34	.50	.285	.442	.317	.50	.334	.35
Apricots (dried),	pound	.12	.154	.126	.146	.148	.15	.162	.16
Bananas,	dozen	.195	.17	-	.199	.182	.18	.164	.187
Cranberries,	quart	.095	.10	.108	.10	.115	.10	.096	.123
Lemons,	dozen	.134	.178	.171	.184	.199	.175	.165	.194
Oranges,	dozen	.24	.323	.221	.249	.249	.341	.219	.232
Fruit,	pound	.076	.12	.112	.098	.071	.10	.074	.071
FUEL.									
Coal:									
Egg,	ton	6.75	7.00	6.75	6.75	7.00	7.00	7.315	7.00
Furnace,	ton	6.50	7.00	6.75	6.666	7.00	7.00	7.315	7.00
Nut,	ton	6.75	7.00	6.75	6.75	7.00	7.00	7.315	7.00
Stove,	ton	6.75	7.00	6.75	6.75	7.00	7.00	7.315	7.00
Wood:									
Hard,	cord	11.142	8.50	9.30	11.00	9.00	8.00	8.666	9.00
Soft,	cord	9.157	7.50	7.75	9.777	7.00	7.00	8.666	7.00

The number of lines or details included in the table is 142. No analysis is supplied, for the reason that the figures are not comparative, except as between the cities themselves. In the Bulletin for November, 1904, figures will be obtained for the same articles. It will then be possible to make comparisons, giving numbers and percentages, both as regards cities, and the different articles included in the classification. It is the intention of the Bureau to collect and present similar statistics, in May and November of each year.

BI-MONTHLY RECORD OF STRIKES AND LOCKOUTS.

The number of strikes and lockouts occurring in the Commonwealth during March and April, 1904, aggregated 46, there being 22 in March and 24 in April. Naturally the number is much larger than for the preceding two months, many demands being made by the trades unions to be enforced in the early Spring. The record shows a decrease of seven strikes over the corresponding period in 1903. Many of the strikes that occurred during the period under consideration were of marked importance, involving a large number of employees, and covering a long time. This was especially true in the woolen and cotton industries in which, in many cases, work was entirely suspended for three or four weeks, thus enforcing idleness upon hundreds of operatives. In the aggregate, two of the disputes were lockouts, while one partook of the nature of a strike and lockout; the others were purely strike movements.

The cities and towns wherein the strikes took place, together with the number occurring in each, follow:

Boston, 10; Lynn, eight; Lowell, three; Milford, North Adams, Northampton, and West Springfield, two each; West Chelmsford, Clinton, Fall River, Hinsdale, Holyoke, Lawrence, Malden, Orange, Quincy, Springfield, Stoneham, Webster, West Boylston, Westfield, Woburn, and Worcester, one each. One strike involved all repair shops on the N. Y., N. H. & H. R.R., affecting, in Massachusetts, Taunton, Norwood, and Boston.

In the following table are shown causes and results of the controversies:

CAUSES.	RESULTS					Total Strikes and Lockouts
	Succeeded	Com- promised	Failed	Pending	Not Stated	
Wages,	-	3	4	2	7	16
Wages and hours,	1	1	2	1	2	7
Hours,	1	-	-	2	1	4
Against discharge of employees,	-	1	-	-	3	4
Working conditions,	1	-	1	-	2	4
Other causes,	3	2	-	1	5	11
TOTALS,	6	7	7	6	20	46

The class of workmen involved, and the number of disputes occurring in each class, follows:

Boot and shoe operators, 10; building tradesmen, seven (including painters, three; carpenters, one; mason tenders, one; tinnerns, one; plumbers, one); woolen operatives, five; laborers, quarry workers, machinists and kindred tradesmen, four each; rubber workers, clothing employees, and stablemen, three each; cotton weavers, hosiery mill operatives, and leather workers, one each.

In the aggregate the number of strikes settled during the period of which both duration and number of strikers were given, involved 2,007 strikers; the total working-time lost being 35,619 days.

The most important strikes that occurred during the period were those of the quarry workers at West Chelmsford, the operatives at the Arlington Mills, Lawrence, the hand turn workmen of Lynn, the grain counter workers of Lynn, granite cutters of Milford, and the employees at the Fore River Ship and Engine Co., Quincy.

The strike of combers, floor hands, and carders at the Arlington Mills, Lawrence, on March 22, involved 375 operatives who protested against reduction in wages varying from five to 10 per cent; strikers were all employed in the Top Mill Department; by the new schedule, the wages of the section hands were reduced from 25 to 22.5 cents an hour; card feeders from 14 to 12.5 cents; the section hands in the wash-house were given 19 cents an hour instead of 21.5 cents, and their assistants 17.5 cents instead of 19.3 cents an hour; ordinary hands in the wash-house were reduced on the average from 14 to 12.5 cents an hour; on March 28, 107 doffers and spinners joined the strikers; on April 1 a bill was introduced in the legislature calling for a joint committee to investigate the strike; one week later, wool sorters (not being on strike) returned upon new schedule, the decrease in wages being about 10 per cent; on April 22 the strike was declared off, mill management agreeing to reinstate old employees as far as possible without discharging those who filled strikers' places acceptably.

On April 6, 16 factories of the Counter Manufacturers Association in Lynn were affected by strike, the grain counter workers going out to enforce union schedule which increased wages, granted Saturday half-holiday for half the year, and restricted the number of apprentices to one in each shop; 600 grain counter workers involved; on April 28, strike was declared off, agreement being signed for three years granting 54-hour week from May 1 to November 1, and 59-hour week for the other six months, also slight increases in wages, but no restriction as to apprentices; as a result of the strike three firms removed their plants from the city; Grain Counter Workers No. 261 involved.

Difficulty at the Fore River Ship and Engine Co. in Quincy, on April 18, involved about 2,600 workmen; certain men struck because of summer schedule of hours, they being requested to work 55 hours a week instead of 54, with pay for the extra hour and with Saturday

half-holiday; the men alleged that it was an attempt on the part of the company to return to the 10-hour a day schedule; within one week many of the men had returned to work; nine unions of boiler makers, machinists, and shipbuilders were involved; strike pending at the close of the period.

As to the progress of the three important strikes occurring in January and February, and reviewed in the March Bulletin: The printers' strike was declared off on March 10; an agreement for two years was adopted by the Typothetae, the national executive committee of Typographical Union, and the scale committee of Typographical Union No. 13; three days later the agreement was ratified by Typographical Union No. 13; the agreement provided that wages of hand compositors for piece work should be 38 cents instead of 35 per 1,000 ems; \$17 a week for time work instead of \$16.50 from March 14, 1904, to February 1, 1905, \$18 thereafter; wages of machine operators \$19 a week instead of \$18 from March 14, 1904, to February 1, 1905, and \$20 thereafter; no change to be made in hours; all disputes to be submitted to arbitration; no discrimination to be shown against compositors on account of the strike; following the adoption of the agreement the Typothetae stopped injunction proceedings.

The strike of weavers at the Dartmouth Mill in New Bedford was declared off March 21; strikers voted to return to work without concessions, the textile union headquarters having refused to sanction the strike; about 200 operatives were refused their places which had been acceptably filled during the strike.

The lockout by the members of Atlantic Coast Carriers Association against members of Atlantic Coast Seamen's Union had not been declared off, although the association was carrying on its business satisfactorily; position of union remains unchanged.

EDITORIAL.

REV. JESSE H. JONES.

The Rev. Jesse H. Jones, who died at Halifax, Mass., on April 19, acted on several occasions as a special agent of this Department, and it is deemed fitting that official notice should be taken of the services rendered by him for the Bureau.

Mr. Jones' first connection with this office was in 1880 when he was commissioned by the Hon. Carroll D. Wright, then chief of the Bureau, to investigate the subject of uniform hours of labor in Massachusetts, Maine, New Hampshire, Rhode Island, Connecticut, and New York in the carrying out of a Resolve passed by the Massachusetts legislature, as it was argued that the Massachusetts 10-hour law was placing some manufac-

turers at a disadvantage. The result of this investigation is well known, for all of the States mentioned in time conformed to the Massachusetts standard.

In the Bureau report for 1885 a Part was presented relating to Sunday Labor. Mr. Wright, the chief, wrote in the introduction to the report: "Great credit is due Rev. Jesse H. Jones for his services in collecting and arranging a large part of the material for Sunday Labor."

Again, in the introduction to the Bureau report for 1886, Mr. Wright wrote: "General Henry K. Oliver, the first Chief of this Bureau, died August 12, 1885, and this being the first report issued since his death, I have considered it proper to incorporate in it a brief memorial of his life and services. This was eminently proper, it seemed to me, because the Massachusetts Bureau of Statistics of Labor was the pioneer bureau of its kind in the world, and General Oliver for four years worked faithfully in and out of season to make its work valuable. This memorial was prepared at my invitation by Rev. Jesse H. Jones, a gentleman who knew General Oliver, and loved him, thoroughly appreciating his work and his character. We honor ourselves when honoring such a man as General Oliver."

In conclusion, it may be said that it is with pleasure that this permanent record and acknowledgment is made in a State Report of the valuable services rendered to the Bureau by the late Rev. Mr. Jones.

INDUSTRIAL AGREEMENTS.

The presentation of trade agreements between employers and employees was begun in Labor Bulletin No. 28, November, 1903, and will be continued.

Boston.

COAL HOISTING ENGINEERS.

Employers and Coal Hoisting Engineers Union No. 74.

1. That 10 hours constitute a day's work with the exception of Saturday when work shall cease at five P.M.

2. From April 1 to October 1 work shall cease at one P.M. with the understanding that if engineers perform any labor on Saturday afternoon during these months said engineers shall be entitled to a day or half day in case of sickness, etc., without loss of pay, a sort of "give and take" method.

3. That all regularly employed engineers shall be paid for all holidays and there shall be no "broken time," unless voluntary on part of said engineers.

4. All regularly employed hoisting engineers shall receive not less than \$18 a week.

5. (a) That all regularly employed trolley engineers shall receive not less than \$15 a week

(b) If trolley engineers perform the duties of hoisting engineers, either in tower, lighter, or wharf, they shall receive hoisting engineers' pay.

6. All regularly employed engineers operating two or more boilers in conjunction with "cable engine" shall receive not less than \$16.50 a week.

7. Overtime to be paid for at 40 cents an hour, all labor performed on Sundays shall be paid for at \$5 a day with no less than one-half day.

8. That it shall be at the discretion of the engineers as to whether they go to wharves other than the one they are permanently employed upon to perform any labor.

9. Transient engineers acting in the capacity of holsters, trolley men, or firemen shall receive \$5 a day with no fraction of a day less than one-half.

10. All members of Local 74 who are at present receiving more than the minimum scale called for in this agreement shall not be reduced.

11. That this agreement remain in force one year from January, 1904.

BARTENDERS, WAITERS, AND COOKS.

Locals 77, 80, 183, and 328 of the Hotel and Restaurant Employees International Alliance and Bartenders International League of America and Employers.

The Unions agree to furnish good, competent, and honest craftsmen, and do hereby agree to not only hold

them responsible to the League for their actions, but, where sufficient evidence is produced, and where a written complaint is made by the proprietor, they are not only suspended from the above Locals, but from every Local throughout the United States and Canada.

Bartenders Union, Local 77.

The employer does hereby agree to employ only members in good financial standing with said Local 77.

Employer does hereby agree to pay for the services of said members not less than \$15 a week.

The employer does further agree to pay members doing extra work, during the first five days in the week, at the rate of 35 cents an hour; for Saturday, \$3.50 a day of 10½ hours, and 35 cents an hour overtime; for Sundays and Holidays \$4.50 a day of 10½ hours, and 45 cents an hour overtime.

The employer does further agree that said members shall not be required to work over 68 hours a week.

No bartender shall be allowed to walk out of any place where he is employed before his specified time has expired without the consent of the man in charge.

This agreement shall not interfere with bartenders receiving higher compensation or better conditions.

Waiters Unions, Locals 80 and 183.

The employer does hereby agree and promise that at all times in the conduct of his business he will employ only waiters in good financial standing with Waiters Unions, Locals 80 and 183, and to engage the same at the following rate of wages:

Steady men in clubs (a month), . . .	\$40 00
Steady men in restaurants and cafes (a week), . . .	10 00
Noon waiters, six days a week, four hours or less (a week), . . .	4 00
Sunday men, a day of 12 hours, . . .	3 00
Party and banquet waiters, jackets, three hours, . . .	1 50
Party and banquet waiters, dress suits, three hours, . . .	2 00
Extra day's work of 10 hours or less, dress suits or jackets, . . .	3 00

The employer does further agree that said members shall not be required to work over 72 hours a week.

The employer does also agree to pay for all overtime at the rate of 25 cents an hour.

Steady waiters in hotels shall receive the current rate of wages, and never less than that specified by the Unions as appropriate for their class of work.

The employer does further agree to pay car-fares and expenses on all extra work, in or out of town, including meals.

The employer shall not require said members to do any lugging, loading or unloading of wagons, or scrubbing or cleaning of windows in or out of building where employed.

Cooks Union No. 328.

The employer does hereby agree and promise to at all times employ in his kitchen, or to do any cooking on his premises, only members in good financial standing with Cooks Union No. 328.

The employer does further agree to pay said members the current rate of wages, and never under prices specified by the Union as appropriate for their class of work.

The employer does also agree to do all in his power to keep the working quarters in a sanitary condition, well ventilated, and with dry flooring.

The employer does further agree to pay for all extra work as follows:

Chefs, for parties, 12 hours, . . .	\$5
Cooks, for parties, 12 hours, . . .	4
Sunday extras, 10 hours, . . .	4

All overtime to be paid at the rate of 50 cents an hour.

The employer shall not require said members to do any lugging or unloading of teams.

The employer does also agree to pay car-fares and expenses on all extra work, in or out of town.

The employer shall cause the "Union Bar" and "Union House" Cards to be at all times displayed in a conspicuous place; said Cards to remain the property of the Local Joint Executive Board, and shall be subject to return upon demand.

All differences arising, that cannot be adjusted between the Union and the employer, must be brought before an Arbitration Committee, as follows, with the exception of such parts as would pertain to the reinstatement or initiation of members; each party concerned shall choose one representative, and both shall choose the third by consent. Each party will be notified in writing to appear before this Committee and state their grievances, and their decision shall be final.

One month's notice is necessary for either party to annul this contract.

SIGN WRITERS AND PAINTERS.

We present two agreements between Master Sign Painters and Sign Writers Union 391 of Boston and vicinity. The first is the original agreement presented by the union and only partially accepted by Master Sign Painters. Later this was withdrawn from many employers, and the second agreement substituted.

Original Agreement.

1. That none but union workmen shall be employed.
2. That eight hours shall constitute a day's labor; one-half day being the smallest fraction thereof.
3. That \$3 a day shall be the minimum wage for letterers.
4. That \$2 a day shall be the minimum wage for helpers.
5. That time and one-half shall be paid for all overtime, meaning any time between the hours of 5 P.M. and 5 A.M.; and double time for Sundays and holidays. No work to be done on Labor Day.
6. Members sent out of the city to work shall receive standard wages of this Union including expenses.
7. Sub-contracting from boss sign painters shall be prohibited owing to the opportunity for members to work below standard wages of this Union.
8. Every shop shall be allowed one apprentice, or one apprentice for every four journeymen.
9. That regular time shall be paid for time used in traveling at the rate provided for such hours.
10. A helper shall be one who assists a sign or pictorial painter, and he may do any other such labor pertaining to sign painting, but he must not do any laying out, cutting in, or pictorial work. He shall have a special card from this Union.

The Union, in consideration of the agreement of the employer, agrees to faithfully adhere to the conditions of the foregoing; to turn over any contracts secured to the employer, to furnish the best services available, and to foster and protect the interest of the employer wherever possible and by all honorable means; to furnish to the employer the use of the union's label whenever requested, and to co-operate for the general improvement of the business.

In consideration of being permitted the use of the union labels of the Brotherhood of Painters, Decorators and Paperhangers of America, the employers agree to abide by the trade rules and regulations of the Union; to pay for the use of said labels; and to peaceably return to the officers of the Union all labels when a demand is made for the same.

This agreement shall be in effect from October 19, 1903.

Substituted Agreement.

1. To employ none but Union workmen.
2. That eight hours shall constitute a day's labor; one quarter day being the smallest fraction thereof.
3. That \$3 a day shall be the minimum wage for letterers.
4. That \$2 a day shall be the minimum wage for helpers; a helper shall be one who assists a sign or pictorial painter, and he may do any other such labor pertaining to sign painting, but he must not do any laying-out, lettering, cutting in, or pictorial work, except under the supervision of and in conjunction with a journeyman, or, in case of emergency, which shall be decided by the shop steward.
5. That time and one-half shall be paid for all overtime, meaning time between the hours of five P.M. and eight A.M., and double time for Sundays and holidays; no work to be required on the part of the Union on Labor Day.
6. Members sent out of the city to work shall receive their regular wages and expenses.
7. Sub-contracting by Master Sign Painters to members of this Union is prohibited.
8. Each sign shop shall be allowed one apprentice and one apprentice for every four journeymen; this shall not apply to show card departments.
9. Show card departments shall employ not more than one filler-in for each journeyman; their work is to consist of everything pertaining to show card work, except laying-out and lettering; they shall do no filling-in or shading on cloth signs exceeding 22 x 28 inches in size; they shall be under the supervision of the shop steward.
10. Traveling nights and Sundays shall be paid at the rate of single time.
11. A shop steward shall be appointed by the President of the Union to look after each particular

shop and see that it conforms with all the rules and regulations of this Union; a non-union man shall not be put to work without the consent of the shop steward.

The Union agrees to faithfully adhere to the conditions of the foregoing, to turn over any contracts secured to the employer, to furnish the best services available, and to foster and protect the interests of the employer wherever and by all honorable means possible. To furnish to the employer the use of the labels of the Union whenever requested and to co-operate with the employer for the general improvement of the business.

The employer, in consideration of being permitted the use of the Union Labels of the Brotherhood of Painters, Decorators and Paperhangers of America, agrees to abide by the rules and regulations herein mentioned, and further agrees to peaceably return to the officers of the union all labels of said Brotherhood in his possession at any time a demand is made for the same.

That this agreement shall be in effect from January 1, 1904, to January 1, 1905.

Rules Governing Apprentices.

Section 1.

1. Any boy or person engaging to learn the trade must not be over 21 years of age.
2. All boys or persons engaging in the trade must at the time of commencement register with Local Union 391 of Boston.
3. All apprentices shall carry regular working cards marked "Apprentice."
4. Apprentices shall not act in the capacity of journeymen or helpers.
5. Apprentices employed in advertising shops shall not be sent out on work, except with a journeyman and helper, as a third person.
6. Apprentices employed in commercial shops shall not perform work designated for journeymen or helpers except with the permission of the shop steward.
7. All apprentices shall be under the jurisdiction of Local Union 391. They shall be exempt from all tax until such time as they shall receive the minimum scale of wages.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles, the date of publication, when known, being also given.]

Labor Bills before Congress.

Sixteen labor bills and two joint resolutions are before the present Congress. Four of the bills relate to the eight-hour law, passed by the House in each of the last three sessions. The scope of the bills is as follows:

Limiting the hours of daily service of laborers, workmen, and mechanics employed on the public works of or work done for the United States or any territory or in the District of Columbia.

Defining a legal day's work.

Providing for the adjustment and payment of ac-

counts of laborers and mechanics arising under the eight-hour law.

To limit the meaning of the word "conspiracy" and the use of "restraining orders and injunctions" in certain cases.

Providing for the adjustment and payment of the accounts of letter carriers arising under the eight-hour law.

To provide for the payment of overtime claims of letter carriers excluded from judgment as barred by limitation.

To provide against entering into a contract by any officer of the government of the United States of America for products of convict labor.

To create a national arbitration tribunal and to define the duties and powers thereof.

To provide relief for such employees in United States navy yards as may be disabled by accident while in the performance of duty, and, in the event of fatal casualties, for the relief of surviving dependents.

Giving employees of the government printing office 30 days' leave exclusive of holidays and Sundays.—*Labor World, Pittsburg, Penn., Feb. 25, 1904.*

Child Labor.

The child's labor bill passed the Senate by a large majority. It provides that no child under 12 years of age shall be employed in any factory, that no child under 14 shall be employed to do night work, and that no minor can be employed without an affidavit as to his age and the written consent of his parents. The mill manager who violates this law is liable to a fine of \$500 and imprisonment in the county jail for six months or both.—*United Mine Workers Journal, Indianapolis, Mar. 24, 1904.*

There are 75 children in Southern New Jersey who are being paid wages for going to school. If they miss a day at school they are docked a day's pay.

This new plan for preventing child labor has been adopted by the Glass Bottle Blowers Union. When the child labor law was enforced it was found that in many cases the children's wages were absolutely necessary to support their parents. The Bottle Blowers Union came to the front and volunteered to pay these children their former wages on the condition that they were sent to school.—*Tradesman, Springfield, Ill., Mar. 18, 1904.*

There is no more important subject treated of in the report of the special commission on the relations between employers and employees, which is now before the legislature, than that of the labor of women and children in manufacturing industries in this State. Mr. George E. McNeill, at the hearing at the State House, stated some hard facts in support of the recommendations for the alleviation of existing conditions. "It is a lamentable truth," he said, "that thousands of children in this State are unfit for manual labor, and will be unfit for the duties of citizenship if they are forced to labor during the years when they should be developing physically. In the earlier days the hours of children were longer, but their work was more diversified. The process of to-day in our mills is a monotonous doing of the same thing continually; there is no joy in monotonous labor."

Undoubtedly, Massachusetts is near the front in legislation for the safeguarding of the children of the Commonwealth against the severe exactions of industry, even if it does not lead in this matter. But the conditions now existing are far from ideal. It has been the boast of Massachusetts that its chief product was men. This boast is not realized to-day under the license which permits the exhaustion of the powers of the children who are to form our body of citizenship in a few years.

There is no danger that legislation on this subject will be too radical. Better cut off the earnings which the boys and girls contribute to the family support during the years when they should be at school, when they should be accumulating the knowledge and the physical resources required to make them valuable citizens, than to yield to temporary necessities. It is of more importance to the State that the young gener-

ation should grow up strong in body and well equipped in mind, than that our manufacturing industries should get their labor at the lowest figure.—*Boston Post, Mar. 10, 1904.*

Trades Unions.

A labor paper printed half in English and half in the Japanese language, is published in Tokyo, Japan. In its last number there is an account of what trade unionism has done for the workers of that city. The editor says: "A few years ago our workers used to get often drunk, and spend much money. They would go to some wicked resort and stay there till money was all gone. Now the union makes them better. They go to a hall and many editors and famous men speak to them. They are amused by dancers and by story tellers, and they listen to military music."—*Central Labor Council Chronicle, Cincinnati, O., Mar. 19, 1904.*

The labor unionists in this country have much to learn from their brethren on the other side of the Atlantic, for in "their intolerance towards non-union men, their use of lawless and iniquitous methods, such as attacks on person and property, the sympathetic strike and the boycott" they have alienated the sympathies of all just and right-thinking men, and their excesses are principally due to a "leadership which is distinctly inferior in ability and character to that of the British trades-unions." Fortunately for this country, the barbarous excesses and the intolerant tyranny of the labor unionists are for the most part confined to the manufacturing and industrial cities where the population is denser by reason of the large number of operatives included in it; but it should be remembered that organized labor represents only about one-fifth of the entire number of workmen in America, and when law and order are enforced against them and they are brought to reason, it is to be hoped that in time they may learn to emulate the more dignified and successful methods of their Transatlantic brethren.—*Journal of Commerce, Boston, Mar. 5, 1904.*

Henry White, secretary of the United Garment Workers of America, says:

In many trades the unions have become so strong that the regulation of their present power is at least as important as the acquisition of more power. As the power of the unions increases so do the dangers multiply.

Prosperity is a greater test than adversity. We have seen union after union destroyed after reaching the zenith of its strength and all the struggle and sacrifice made to gain that point lost through lack of self restraint.

The responsibility must lie with the leaders, who are in a position to know the limitations of the union and the obstacles that beset it better than the rank and file.

Often the mass pushes blindly ahead, demanding and demanding without a clear conception of the ability of the employers to grant the demands at the time. The workers, finding themselves freed from the subject condition of the past and relieved of the burdens that they had to bear, strive for ideal conditions at a leap. After habitually submitting to the tyranny of the foreman they seek, when able to enforce their mandates in the shop, to usurp his function and even challenge the employer's authority in the legitimate conduct of his business.

In addition there is the human tendency to take advantage of power for immediate gain and disregard

not only the rights of others, but the larger interests of self. Organized groups of workmen when once secure in their position even legislate against their fellow union men by restricting the number allotted to each shop and by forbidding other workmen to enter the trade in order to create an artificial scarcity of labor. Some essay to pass upon the quality of their own work and decide the competency of themselves.

It is an old story that the oppressed who cry out for justice and appeal to the highest moral sense play the despot in turn when they obtain power. How to regulate power has been the problem of the ages, and we have that problem before us in a new form.

There never was a time when the working class was able to dominate. What will it do with its power? Is the question now in everybody's mind, and all hinges upon that. Will the unions develop the capacity to restrain themselves and place themselves in harmony with society?

What is needed at this supreme moment is a demonstration of this needed restraint. Warnings sounded from men in the ranks will do more to allay apprehension than all the retorts made to criticism.

Radicals who prefer an upheaval, who believe in progress through revolution, are delighted at the tendency of things, but those who believe in betterment through peaceful evolution tremble for the future. — *National Labor Standard, Paterson, N. J., Jan. 30, 1904.*

The trade union has given the workman more money, more leisure, greater safety and better conditions of work and life. The average workman now leaves his work an hour or two earlier than formerly.

There is more money in his pay envelope and the mill or factory in which he toils is better lighted, better heated, better safe-guarded and in every way better to work in.

All these things lie on the surface. There are other things, however, deeper and more important. Man does not live by bread alone, and the trade union has helped the workman spiritually as well as physically.

It has taught workmen to act together, to unite for a common end, to make joint sacrifices, to abide by the will of the majority, to struggle against great odds for the sake of an idea. It has taught workmen that they are related to one another and it has preached and practiced solidarity.

Workmen are now united where they were once disunited. It is no longer "each for himself and the devil take the hindmost," but each for all and all for each. All the workmen in a shop or in an industry will sacrifice their positions to maintain the wages of any one of them.

Ten thousand men will strike for one man, not only because the one is dependent upon the ten thousand, but because if the rights of one are invaded the rights of all are invaded.

One may know all this, and still not know all the trade union stands for. Trade unionism is not a thing which has sprung out of nothing and will end in nothing. It is not a thing which belongs only to this generation. It is a part of the evolution of the race.

There was a time when workmen had nothing to say about wages, hours or conditions of work. They were slaves, subjects of the lash, and they worked when and where and how their masters decreed. At another time they were serfs, attached to the soil and disposed of with the land — like an old farm building.

It was only later that they worked for whom they wished and at what wages they could obtain, though

even then it sometimes happened that the law forbade them to ask more than so many farthings for their day's work.

At the present time the trade union is necessary to the real freedom of the workman. During the latter part of the 18th century and the beginning of the 19th century there occurred one of the greatest revolutions in the history of the world. It was a silent movement. The newspapers did not speak of it and the wise men of the time did not even know that it was happening.

The revolution changed manufacturing, introduced the steam engine and turned little workshops, where the master worked with his journeyman and apprentice at the same bench, into huge factories, where one man holds dominion over thousands of employees.

In the olden time the employer and his journeyman were on fairly equal terms. It was a case of man against man, and master and man knew each other, for the master had been a journeyman and the journeyman had hoped to become a master.

All this is now changed. The employer can no longer know all the men in his employ, and few, if any, of these men can hope or expect to become employers. Each workman is dependent on his employer for his job, but the employer can dispense with any one of the thousand men in his establishment.

If there is no union the condition of all workmen tends to become that of the poorest in the establishment. If the workmen are to be protected at all, they can be so only by joining together in a union and by making a contract for all.

Trade unionism stands for the right of all workmen in an industry to defend the interests of all.

Those who oppose trade unions do so on the ground that they are defending the freedom of contract. The freedom which they defend is that of a billion dollar trust, contracting with a single Polish or Italian laborer. The freedom for which the union stands is that all of the employers in an industry contract on equal terms with all the workmen.

The first freedom means sweating, poverty, and the destruction of the poor; the second freedom means increased wages, shorter hours, better conditions of work, moral elevation of the workman, and amicable relations between employer and employed. — *John Mitchell in New York Journal.*

Open and Closed Shop.

Right Rev. Louis M. Fink, of Kansas City, Kan., bishop of the Leavenworth diocese of the Roman Catholic Church, in his annual pastoral letter, defines the position of the Catholic Church on the labor question and points to the teachings of Pope Leo XIII, in which he concedes the right of laboring men to organize unions for their own protection, but denies them the right of forbidding a non-union man to work or of resorting to violence or the destruction of property to win strikes. On this point the bishop says in part:

"Our late Holy Father Leo XIII gives the true or Catholic doctrine on the point of labor unions by saying that the laboring men have the right for their own protection to form unions, but what no man is allowed before God is, to forbid any one to work unless he belongs to the union. Likewise it is forbidden by God to resort to acts of violence, and damage others in person or property. — *American Industries, New York, Mar. 15, 1904.*

Under the head of "Current Literature on Labor," Wallace Rice remarks in a recent issue of the *American* that too little is known of the policy of the trades

unions in regard to the "open shop" that some of the arguments used in the final report of the United States Industrial commission, an official body appointed by, and acting under an act of Congress, deserves to be quoted. It is a plea for fair play, in part as follows:

"The maintenance of the union organization, through which the wage is upheld, costs time and trouble and money. More important than anything else, it involves for those who are active in it the peril of displeasure of their employers and the loss of their livelihood. If the non-union man secures a rate of wages above what he could get if the union did not exist the members of the union feel that he has made a gain directly at their expense. They have sown and he has reaped. It seems to them to be required by fairness that he share with them the burden of maintaining the condition of which he reaps the benefit. If he is not willing to share the burden it seems to them only just that he should be excluded from the gain.

"If, on the other hand, non-union men, as efficient as the members of the union, compete for employment by cutting under the union rates, there is a great weakening of the collective bargaining. The employer will prefer the non-union to the union man because he is cheaper. Those who are in the union will be tempted to leave it, because their chances for employment will be greater outside than in. The final result of the process, if permitted to work itself out freely, will be, it is declared, the destruction of the organization itself.

"The intelligent and conscientious unionist accepts this argument the more readily because he looks beyond his own personal interest to his trade and the whole working class. The elevation, first of his immediate fellow workmen and afterward of all wage earners, is the ideal which he sets before him. He believes that no other change, no increase of scientific knowledge, no ennoblement of art, no multiplication of material wealth, can be compared to this in its importance to the social body."

What patriotic American can disagree with this ideal—the betterment of mankind?—*Labor Advocate, Nashville, Tenn., Feb. 26, 1904.*

"Closed shop" is a meaningless term in the absence of explanation, says the *Chicago Chronicle*, but those who read the authorized deliverances of the men who claim to speak for organized labor are not left in doubt as to its meaning, and it is the exclusion from all employments in which labor unions exist of persons not members of those unions, and all members who for any cause incur the displeasure of the other members so far as to be excommunicated.

It means war to the knife, and the knife to the hilt, on the natural and constitutional right of men to follow their lawful callings unmolested without being members in good standing of some secret strike society and without subjecting themselves to heavy taxation and to the orders of tyrannical strike bosses.

In order to enforce this unlawful policy—the criminal abridgement of liberty—the closed shop dictators propose to use all the violence they deem necessary. This is not the assertion of the *Chronicle*. It is the assertion of the Chicago Federation of Labor in an independent letter to the President of the United States.

It is the assertion of David Ross, a member of the state convention which has declared for the closed shop. "This resolution means force," said Mr. Ross. "It means coercion. My friends, be careful. Unless you look out, trouble is ahead."

Nobody disputed his statement, but nearly everybody voted for the "closed shop," and the convention was only prevented from expelling Mr. Ross and his union by the fact mentioned by the presiding officer that the national federation must be consulted about that.

Not only do the closed-shop despots propose to use violence, but they propose to force all employees, even the governments, from the national government down, into the conspiracy against human rights. They have proclaimed a war which, if successful, will overthrow our government of equal rights. It will destroy the constitutional government of the whole people and set up as superior for certain purposes, and eventually for all purposes, a government of secret guilds, irresponsible and ruled by irresponsible tyrants. That, in plain English, is the meaning of the "closed shop."—*Citizens' Alliance Bulletin, Birmingham, Ala., Feb. 25, 1904.*

The open shop proposition is a subterfuge and brought forward for the purpose of confusing the public mind and is unfairly treated by those who are selfishly inclined. The so-called closed shop is not a closed shop, in the sense that some would make it appear; on the contrary, it is a wide open shop, always open to the working man who is willing to become a member of the union that has brought about better conditions as to wages, hours of labor, etc. In a strict union shop we do not attempt to say who the employer shall put to work; all we insist upon is that the workers shall be members of the union.

Let us impress upon the minds of the merchants this simple, comprehensive, economic fact, that if the workingman has \$4 per day to spend, in nine cases out of ten, he will place the full amount so received into the legitimate channels of trade and commerce, while on the other hand, if this same mechanic's pay is reduced to \$3 or \$2 per day, he can only spend \$2 a day for the purpose of consuming and for the purpose of assisting merchants and manufacturers and in keeping the legitimate wheels of trade, commerce and manufacturing industries in motion.

High wages and short hours make better conditions for all concerned. We assert that in countries where wages are high and the hours of labor shortest, art, science, education, literature, general conditions and civilization have reached the highest ebb, and just as confidently assert that in countries where wages are least and hours of labor longest, these conditions are just the reverse. We need simply to call attention to China and kindred countries and the conditions prevailing there and here for a verification of this statement.

To those who are opposed to labor organization, high wages, etc., let us ask them to locate a department store in China, where wages are lowest and the hours of labor longest, and they will find that after the privileged few have bought a few silks, that the great mass of their customers would be found around the rice bin and a few other departments where the coarsest and cheapest necessities of life are for sale. Or let the contractor who is of a like opinion attempt to do business in China, and he will find after he has built a few palaces for titled aristocracy and its few immediate retainers, his work is at a standstill. The great mass of the people in China live in shacks.

As an economic truism we assert that the more the masses receive in wages the more they are enabled to consume, and that it is the consuming capacity of the masses that makes countries great and life worth living. We assert that the organized working classes of this country are better off than they are in any

other part of the world, and that the middle classes, merchants, employers, and capitalists, enjoy greater prosperity and greater wealth than in any other part of the globe. This being practically true, we ask, why this persistent and everlasting opposition to our labor organizations?

Just a word in reference to the often repeated and mistaken idea that increased wages increase the cost of living. While the process of increasing wages and shortening the hours of labor may curtail the profit on any one given thing, the increased purchasing power, however, of the individual increases the volume of business and thus does not materially detract from the income of the manufacturer who is able to maintain his usual income without adding to the cost of the article sold.

We hold that, owing to improved machinery and the modern means of production in the industrial world, it is a physical impossibility for one standing alone to maintain present conditions in reference to wages and hours of labor, to say nothing of one's desire to improve them, and that the only way to successfully do this is to combine our interests in trade unions, and unitedly, in an orderly conservative

manner, make fair demands for better wages and less hours and more congenial surroundings.

We hold that the more the masses receive in wages the better it is for them and for society at large. To our mind there should be something more important in this life than the building up of enormous fortunes. It seems to us that the general uplifting of all should be the ideal, and we assert — without fear of successful contradiction — that there is no power on earth by which wages can be maintained and increased, except through the trade union method of organization.

Fair-minded manufacturers have nothing to fear from the legitimate trade union movement. The merchant has everything to gain by it. The great masses of the wealth-producing classes are benefited by it to a degree that cannot be surpassed by any other agency.

The trade union movement may be retarded at certain periods; it, however, cannot be disrupted or destroyed; it is here to-day and will be here to-morrow and for all time to come.

Trade unions do not bar the door of the union to anyone, all have a right to join and work in a so-called closed shop. — *Duluth (Minn.) Labor World.*

LABOR LEGISLATION IN OTHER STATES AND FOREIGN COUNTRIES.*

California.

Chap. 11. *Employment Agencies.*

An Act defining the duties and liabilities of employment agents, making violation of law a misdemeanor and fixing penalties therefor. *Approved Feb. 12, 1903.*

Chap. 12. *Seats for Women.*

An amendment to the Act providing for the proper sanitary condition of factories and workshops, and the preservation of the health of the employees approved Feb. 6, 1889, which stipulates that every person, firm or corporation employing females in any manufacturing, mechanical, or mercantile establishment shall provide suitable seats for the use of the females so employed to the number of at least one-third of the number of females so employed, and shall permit the use of such seats by them when they are not engaged in active duties. *Approved Feb. 12, 1903.*

Chap. 46. *Hours of Service for Police.*

The hours of service on regular duty by members of the police department of the cities of the first class, cities and counties, cities of the first and one-half class, and cities of the second class shall not be longer than eight hours in every 24, provided that in case of riot or other emergency every attaché of the police department shall perform such duty and for such time as the directing authority of the department shall require. *Approved Feb. 27, 1903.*

Chap. 116. *Employment of Prisoners on Roads.*

The state prison directors shall employ at least 20 prisoners a day during fair weather in the construction and repair of such public roads as extend from San

Quentin state prison to Point Tiburon, San Rafael, and all railroad stations in Marin county which lie in the neighborhood of the state prison; also, to employ at least 20 prisoners on roads extending from the state prison at Folsom in Sacramento county; no work to be done by such prisoners beyond a point six miles from prison buildings. *Approved March 12, 1903.*

Chap. 143. *Firemen's Pensions.*

An Act to amend sections 3, 4, and 6 of an Act entitled "An Act to create a fireman's relief, health, and life insurance and pension fund in the several counties, cities and counties, and cities and towns of the State," which Act became a law in the provisions of the Constitution without the Governor's approval on March 7, 1901. *Approved March 16, 1903.*

Chap. 151. *Repeal of Barbers' Licenses.*

An Act to repeal an Act entitled "An Act to regulate the practice of barbering, the registering and licensing of persons to carry on such practice, and to insure the better education and promote competency and skill among such practitioners in the State of California, passed Feb. 20, 1901. *Approved March 16, 1903.*

Chap. 184. *Farmers' Institutes.*

An Act authorizing the regents of the State University to hold farmers' institutes, making an appropriation therefor, and prescribing the duties of the controller and treasurer in relation thereto. *Approved March 18, 1903.*

Chap. 220. *Obligations of Employees.*

Section 1970 of the Civil Code of the State of California is hereby amended so as to read as follows:

* Presentation was started in Labor Bulletin No. 28 and will be continued indefinitely.

An employer is not bound to indemnify his employee for losses suffered by the latter in consequence of the ordinary risks of the business in which he is employed, nor in consequence of the negligence of another person employed by the same employer in the same general business unless the negligence causing the injury was committed in the performance of a duty the employer owes by law to the employee, or unless the employer has neglected to use ordinary care in the selection of the culpable employee.—*Approved March 20, 1903.*

Chap. 229. Misrepresentations of Employment.

An Act to prevent misrepresentations of conditions of employment, making it a misdemeanor to misrepresent the same and providing penalties therefor. *Approved March 20, 1903.*

Chap. 231. School Teachers Retirement Fund.

An Act to amend certain sections of an Act, approved March 29, 1897, entitled "An Act to amend an Act approved March 26, 1895, entitled 'An Act to create and administer a public school teachers' annuity, and retirement fund in the several counties, and cities and counties in the State,'" as amended March 28, 1901. *Approved March 20, 1903.*

Chap. 235. Conspiracy and Injunctions.

No agreement, combination, or contract by or between two or more persons, to do or procure to be done, or not to do or procure not to be done, any act in contemplation or furtherance of any trade dispute between employers and employees shall be deemed criminal, nor shall those engaged therein be indictable or otherwise punishable for the crime of conspiracy, if such act committed by one person would not be punishable as a crime, nor shall such agreement, combination, or contract be considered as in restraint of trade or commerce, nor shall any restraining order or injunction be issued with relation thereto. Nothing in this act shall exempt from punishment, otherwise than as herein excepted, any persons guilty of conspiracy for which punishment is now provided by any act of the legislature, but such act of the legislature shall, as to the agreements, combinations, and contracts hereinbefore referred to, be construed as if this act were therein contained, provided, that nothing in this act shall be construed to authorize force or violence or threats thereof. *Approved March 20, 1903.*

Connecticut.

Chap. 29. School Attendance and Employment.

Whenever the school visitors, town school committee, or board of education of any town or district shall by vote decide that a child over 14 and under 16 years of age has not schooling sufficient to warrant his leaving school to be employed, and shall so notify the parent or guardian of said child in writing, the parent or guardian of said child shall cause him to attend school regularly during the days and hours that the public school in the district in which said parent or guardian resides is in session, and until the parent or guardian of said child has obtained from said board of school visitors, town school committee, or board of education a leaving certificate stating that the education of said child is satisfactory to said visitors, town school committee, or board of education; provided that said parent or guardian shall not be required to cause his child to attend school after the child is 16 years of age. Each week's failure on the part of a person to comply with the provisions of this

section shall be a distinct offense, punishable with a fine not exceeding \$5, and the provisions of section 2117 shall be applicable to all proceedings under this act. *Approved April 14, 1903.*

Chap. 33. State Employment Bureaus.

The commissioner of the bureau of labor statistics may establish and conduct branch public employment bureaus under the direction and control of the five established bureaus. Such branches may be established and conducted in any city within the state and shall be managed by the nearest bureau; provided, that in no case shall such a branch be established unless it can be conducted by the bureau taking charge thereof upon the appropriation made for such bureau. *Approved April 14, 1903.*

Chap. 95. Exemption of Wages from Foreign Attachment.

So much of any debt which has accrued by reason of the personal services of the defendant as shall not exceed \$25, including wages due for the personal services of any minor child, shall be exempted and not liable to be taken by foreign attachment or execution; but there shall be no exemption of any debt accrued by reason of the personal services of the defendant against a claim for the defendant's personal board. All benefits allowed by any association of persons in this state towards the support of any of its members incapacitated by sickness or infirmity from attending to his usual business shall also be exempted and not liable to be taken by foreign attachment or execution; and all moneys due the debtor from any insurance company upon policies issued for insurance upon property, either real or personal, which is exempt from attachment and execution, shall in like manner be exempted to the same extent as the property so insured. *Approved May 15, 1903.*

Chap. 97. Factory Inspector.

Concerns the appointment of the factory inspector by the governor who holds office for four years and until his successor is appointed, the governor having the power to remove inspector for cause. The duties of the inspector are the examination of elevators, factory and mercantile establishments, and the protection and safety of workpeople; provides also for the appointment of deputy inspectors. *Approved May 12, 1903.*

Chap. 130. Board of Examiners of Barbers.

Authorizes the board of examiners to adopt such rules and regulations regarding the sterilizing of barbers' tools, and sanitation of barber shops and their surroundings, as it may deem necessary. Also provides for the inspection of barber shops, renewal of barbers' licenses, a receipt to constitute license, and penalty for failure to renew license or to comply with order. *Approved June 3, 1903.*

Chap. 194. Corporations.

Sec. 9. Profits may be shared with employees. Any corporation organized after May 31, 1886, may by its board of directors distribute to the persons employed in its service, or any of them, such portion of the profits of its business as said board may deem just and proper. Any corporation organized on or prior to May 31, 1886, may give to its board of directors the power to make such distribution by a majority vote of all the stockholders at a meeting warned and held for the purpose. *Approved June 22, 1903.*

Rhode Island.**Chap. 1100. Licensing of Barbers.**

An Act to regulate the practice of barbering, the licensing of persons to carry on such practice, and to insure the better education of such practitioners, and to insure better sanitary conditions in barber shops, and to prevent the spreading of disease in the State of Rhode Island. *Approved April 17, 1903.*

FOREIGN LEGISLATION.**Hungary.**

December 2, 1903. A decree of the Minister of Commerce prescribing special protective measures on hair and bristle work in addition to the general health regulations, the measures, among other things, forbidding the employment of children, young persons, and persons having skin wounds in such work.

Russia.

June 2, 1903. A law providing that in case of accident to an employee in the discharge of his duties the employer shall be liable to the victim or his assigns or heirs for the following indemnities:

1. In case of death: (a) a funeral indemnity of \$23 for an adult, \$11.50 for a child; (b) a pension to the widow equal to one-third of the yearly wage of the victim; (c) a pension for each child, under 15 years of age, equal to one-sixth of the yearly wage of the victim if one of the parents survives and one-fourth if neither parent is living; (d) a pension to the direct

ascendants equal to one-sixth of the yearly wage; (e) to each brother or sister under 15 years of age having neither mother nor father a pension of one-sixth of the yearly wage. The aggregate of these pensions shall not exceed two-thirds of the yearly wage.

2. In case of injury entailing incapacity for work: (a) a temporary indemnity, of half the wages of the victim, paid from the day of the accident to the day when incapacity ceases or is determined as permanent; (b) a pension for permanent incapacity equaling two-thirds of the yearly wages of the victim, in case of total disability, or reduced in proportion to the degree of disability in case it is only partial.

3. Expense of medical attendance unless the employer has previously provided free medical attendance for the victim.

The employer is not liable in case of intentional fault or gross negligence of the employee. Instead of a yearly pension an equivalent lump sum may be paid in any case. Insurance on the part of the employers is optional. Insurance in a Russian accident insurance company exempts them from the obligations of the present law, the obligations falling upon the company. To take effect January 1/14, 1904.

June 10, 1903. A law giving the head of any manufacturing establishment the right to establish an employees' committee by selecting one "dean," at least 25 years of age, from each group of workmen. The deans are the authorized representatives of their respective groups in all matters concerning employment and general working conditions.

RECENT LEGAL LABOR DECISIONS.

Right to Discharge. As, in the absence of a contract of employment for a definite time, the employer can discharge the employee for any reason or for no reason, there can be no such thing as an unlawful conspiracy to destroy a labor union by discharging its members or refusing to employ them. *Boyer et al., 124 Fed. Rep. (Mo.), 246.*

Sunday Law—One Occupation. The Supreme Court of Georgia held, in the case of *Reed vs. The State*, that where a person having several different occupations works at one on Sunday, he is guilty of violating section 422 of the penal code of the State, even though that particular business does not occupy most of his time on the other days of the week.

Incorporation Not Necessary to Enjoin Bodies. A temporary injunction forbidding the Journeymen Plumbers Association, and the Building Trades Council, Cincinnati, to interfere by patrolling, intimidation, or persuasion with the employees of Master Plumbers has been made perpetual by Judge Hosea. The court held that these bodies do not have to be incorporated in order to be subject to injunction.

Master and Servant—Warning of Danger. In the recent case of *Grace & Hyde Co. vs. Probst, 70 N. E. Rep. 12*, it appeared that a carpenter, directed to assist iron workers, took hold of a heavy iron beam which they were lifting, supposing they were to carry it, and was injured by their dropping it in order to break it. The Supreme Court of Illinois held that the negligence

in failing to warn carpenter of danger was that of a master and not of the fellow-servants.

Corporations—Liability—Equality. The Supreme Court of Mississippi held, in the recent case of *Ballard vs. Mississippi Cotton Oil Company*, that a statute making all corporations liable for injuries to employees through defective machinery, notwithstanding the employees had knowledge of the defect, and which did not place the same liability on private individuals, denied to the corporations the equal protection of the laws.

Public Work—Contract—Statute. The Supreme Court of Nebraska held, in the recent case of *The County of Cass vs. County of Sarpy*, that one who furnishes labor and materials for the creation of a public work in good faith, but in the absence of a contract such as is required by statute, is entitled to recover their reasonable value, in the absence of a statute expressly or by necessary implication denying such right.

Dredging—Engineer—License. The Court of Appeals of the District of Columbia held, in the case of *Smoot vs. The District of Columbia*, that the owner of a steam dredge with an engine aboard, used for dredging and loading and unloading sand scows on the Potomac river, who knowingly employed to run the engine a man not regularly licensed as a steam engineer, was guilty of a violation of the act of Congress of February 28, 1887, imposing penalties for the violation thereof.

Negligence — Injuries to Another's Servant. The Supreme Court of Indiana held, in the case of the Southern Indiana Ry. Co. vs. Davis, 69 N. E. Rep. 550, that, since, under the co-employee's liability act, a fireman can recover against his employer for negligence of the engineer resulting in injury to him, the fact that the negligence of the engineer contributed to a fireman's injury does not preclude him from recovering against another railroad, the train of which collided with that on which he was employed.

Sunday Law — Discrimination — Validity. The Supreme Court of Minnesota held, in the case of The State ex rel. Hoffman vs. Justus, that chapter 342 of the laws of 1903 of that State, which prohibited the keeping open of butcher shops for the sale of meats and other business places on Sunday, while it authorized confectionery and tobacco to be sold in an orderly manner on that day, did not produce such an unreasonable discrimination between these several occupations as to invalidate the law for violating sections 33 and 34 of article 4 of the constitution of the State prohibiting special or class legislation.

Injury to Employee — Dangerous Premises. In the case of Bateman vs. New York Central & Hudson River R.R. Co., the Court of Appeals of New York held that where plaintiff sustained injuries by falling through a trap door on defendant's premises, where she was employed, which was improperly replaced by her co-servants, and such trap door had no hinges, and was a very tight fit, so that her co-servants, who were working below the trap door, could not close it from below, it was a question for the jury whether the accident was not likely to occur because of the want of the hinges, so as to render defendant liable, under the circumstances, by failure to furnish a safe place for plaintiff to work. (70 N. E. Rep. 109.)

Railroad Accident. The Supreme Court of Illinois held, in the recent case of Chicago & Alton R.R. Co. vs. Wise, that the foreman of a switching crew is a fellow-servant of the fireman and engineer in charge of the engine on which he is riding, and therefore he cannot recover against the company for an injury received on account of the negligence of the engineer and fireman alone, but that where the foreman was injured because of the combined negligence of the railroad company's gate-keeper at a street crossing and of the engineer and fireman in charge of an engine on which the foreman was riding at the time of the accident, the company was liable, as the foreman and the gate-keeper were not fellow-servants, though the foreman, engineer, and fireman were fellow-servants. (69 N. E. Rep. 500.)

Contributory Negligence. In the recent case of the Riverton Coal Co. vs. John E. Shepherd and Charles L. Shepherd, the Supreme Court of Illinois held: Contributory negligence of a mining employee will not defeat a recovery for injuries sustained by reason of the mining company's willful violation of the statute regulating mines; where there is nothing to show that the danger which a mining employee encountered was so imminent that any reasonably prudent man would have abandoned the work, the employee, in continuing to work, is not guilty of such contributory negligence as will bar his right to recover for injuries sustained. (69 N. E. Rep. 921.)

Illegal Removal of Employee — Salary. In the case of Jones vs. City of Buffalo, before the New York Court of Appeals, 70 N. E. Rep. 99, it appeared

that on certiorari, the removal of a municipal employee appointed under the civil service law, and the appointment of another in his place, was declared illegal and vacated by an order of the Appellate Division, and the city appealed, the decision was affirmed, and the clerk was reinstated. The Court held that he could recover against the city his salary from the time the city authorities were notified of the order of the Appellate Division vacating his discharge until the time he was reinstated.

Validity of the Eight-hour Law. New York State Commissioner of Labor, John McMaekin, has made public a letter from the Attorney-General of New York as to the validity of the eight-hour law. The Attorney-General holds that the recent Court of Appeals' decision refers wholly to the unconstitutionality of the single Section 334, and has no effect upon the law as a whole. Further, "It would seem that the only power left in your department for the enforcement of such provisions is to be found in Section 4 of the labor law which provides for the removal of certain officers, agents, or employees who violate its provisions, and for the maintenance of an action, for the cancellation or avoidance of any contract, which, by its terms, or manner, or performance violates the labor law."

Labor Unions — Injunction — Contractor. The Kentucky Court of Appeals held, in the recent case of Underhill vs. Murphy et al., that where the members of a labor union, as the result of a difference with a contractor because of his relations with them, undertook to prevent non-union laborers from working for him, threatened his workmen and entered into a conspiracy to break up his business, he was entitled to relief by injunction; that where a contractor had built up a valuable and prosperous business, his right to carry it on was a property right, and no less intrinsically property than if the same amount of money were invested in other forms of valuable property, and that the rule that an injunction will not be granted where there is an adequate remedy at law refers to legal remedies and not to criminal proceedings.

Alien Labor Clause in Contracts. The Supreme Court of Illinois held, in the case of Doyle et al. vs. People ex rel. Hanberg, 69 N. E. Rep. 639, where the specifications for the work of a public improvement and the contract contained an alien labor clause, but the city, in a suit to recover assessments for the improvement, proved that by reason of a prior decision of the Supreme Court holding such clause invalid it had been invariably disregarded both by the city and the contractors, the presumption that such clause entered into the competition for the contract and increased the bids was overcome. Where a contract for municipal improvements contained an invalid clause prohibiting the employment of alien labor, which clause was disregarded both by the city and the contractors generally, it did not render the contract void in toto as against public policy.

Assumption of Risk. In the case of Knudson vs. the Cobb Chocolate Co recently decided in the Supreme Court of Illinois, 69 N. E. Rep. 816, it appeared that the plaintiff received personal injuries while working around a chocolate-crushing machine moved by exposed cogs, which he did not have to approach very closely until ordered by his foreman to clean around them, in doing which with some waste, under the foreman's supervision, the waste became entangled, drawing plaintiff's hand into the cogs. The Court held that a servant does not assume all the or-

dinary risks of his employment, but only such as are known to him, or so obvious that knowledge may be presumed.

Master and Servant — Assumption of Risk. In the case of *Lord vs. Inhabitants of Wakefield*, before the Supreme Judicial Court of Massachusetts, 70 N. E. Rep. 123, it appeared that an employee of a city owning an electric lighting system was directed by his superintendent to climb a pole and cut the wires, and, after cutting part of them, felt the pole tremble and saw the remaining wires sag. He asked the foreman if he had not better guy the pole, and was told that the pole was all right, and to cut the wires. On cutting the other wires, the pole, which was rotten inside, fell, injuring the employee. The Court held that, as the risk was not obvious, and the superintendent was present, the employee did not assume the risk.

Master and Servant — Threats of Third Person inducing Discharge — Liability. In the case of *Horn vs. the London Guarantee & Accident Co. Ltd.*,* 69 N. E. Rep. 536, recently decided by the Supreme Court of Illinois, it appeared that plaintiff, while employed by the A. S. Co., was injured at his work. The A. S. Co. was insured against loss for injuries to its employees by defendant. Defendant, failing to settle plaintiff's claim for a nominal sum, threatened to have plaintiff discharged from his employment. Plaintiff was discharged on threat of defendant's representative to cancel employer's policy. Held, that defendant's act in inducing plaintiff's discharge was not an act done in the line of competition in business, but was a malicious interference with plaintiff's employment, in which defendant was not directly interested, and for which he was liable.

Employee assuming Risk Remediless. An employee engaged in a hazardous service whose peculiar risks are known and appreciated by him assumes such hazards and cannot recover for an injury caused by reason thereof if he continues therein without objection or promise of protection from his employer, according to the decision of the Supreme Court of Minnesota in the case of *Wexler vs. Sallsbury et al.* In this case it appeared that the hammering of iron bed rails in a factory by the plaintiff caused particles to fly therefrom and strike his face, but he continued, with full knowledge of such dangers, to work for his employer without objection or a promise to furnish any further means for his protection. The court held that he was remediless; that as a matter of law he assumed such risks, and that he could not recover for an injury for such cause.

Employer's Liability — Appliances. The Supreme Court of Nebraska held, in the recent case of *The New Omaha Thomson-Houston Electric Light Company vs. Rombold*, that ordinarily in providing his employees with a place to work or tools and appliances with which to work, an employer is bound to exercise reasonable care to insure the safety of such employees, and that this duty is a continuing one, and the employer is also bound to keep such place, tools and appliances in a reasonably safe condition, and to make reasonable inspection with that end in view, but that where, from the nature of the work, the contract of employment or other facts and circumstances, the duty to make inspection and discover defects devolves upon the employee, the employer is not liable for an

injury resulting to such employee from a defect which the latter by reasonable inspection could have discovered.

Constitutionality of 10-Hour Law. In the case of *People vs. Lochner* which recently came before the Court of Appeals of New York, 69 N. E. Rep. 373, it was held: (1) that chap. 415, Laws 1897, providing that no employee shall be required to work in a bakery more than 60 hours in any one week nor more than 10 hours a day, is an exercise of the police power relating to the public health; (2) that this law restricting the hours of labor in bakeries is not a violation of the fourteenth amendment of the United States Constitution, providing that no State shall make any law abridging the privileges of the citizens, nor deprive any person of liberty or property without due process of law; (3) that this law is not a violation of Const. art. 1, § 1, providing that no member of the State shall be deprived of any of the rights or privileges secured to any citizen thereof unless by the law of the land.

Constitutionality of Labor Law — Wages of City Employee. The Court of Appeals of New York held, in the case of *Ryan vs. City of New York*, 69 N. E. Rep. 599, that Laws 1897, c. 415, as amended by Laws 1899, c. 567, providing that wages for a legal day's work to all classes of laborers on public works, or on material to be used in connection therewith, shall not be less than the prevailing rate for a day's work in the same trade in the locality where such public work on which such labor is performed in its final or completed form is to be situated, so far as it relates to the direct employees of the State or of the municipality, is constitutional; that an employee of a city, who, prior to the enactment of the labor law, was a laborer at a specified sum a day, and thereafter became entitled to receive a greater sum at the prevailing rate of wages in the locality, and who continues without protest to accept the wages at the former rate for six years, waived any claim to recover the increase for that period.

Mutual Benefit Society — Suspension from Benefits. The Appellate Court of Indiana in the recent case of *the United Brotherhood of Carpenters and Joiners of America vs. Dinkle*, 69 N. E. Rep. 707, it appeared that an organization having a number of objects in view, such as "to discourage piece work, encourage the apprentice system," etc., did not issue a policy of insurance, but provided that each member over six months a contributing member and in good standing should be entitled to certain benefits, but that "when a member owes a sum equal to three months' dues he is not in good standing and is thereby suspended from all benefits in the interim, and will not again be in benefit until three months after all his arrearages are paid in full," but that the delinquent might exercise the privileges of membership meanwhile, and that forfeiture of membership occurred only after six months' delinquency. The judge held that the exclusion from benefits for three months' arrearages was not a forfeiture, but was within the power of such organization to make regulations, and was not so unreasonable as to be illegal.

Constitutionality — Child Labor Law. Justice Roesech, Fourth District Municipal Court of New York City, has recently handed down a decision sustaining the constitutionality of the new child labor and compulsory educational law of New York. Action had been brought by the City of New York against the

Chelsea Jute Mills,* a Brooklyn mill corporation, to recover a penalty of \$50 for violation of the law, an Italian girl 11 years of age being employed during the school term. The corporation held that the law was unconstitutional, being an unwarranted, illegal, and unconstitutional deprivation of the liberties of the defendant; also, that it was not liable for punishment inasmuch as the parent of the child had certified her age to be 18 years. The judge held that the child labor statute does not discriminate, is not arbitrary, and puts no unnecessary restriction on freedom of action. . . . Nor does it constitute any improper infringement of any right a parent may have in a child in its labor, or a child may have to labor. Directed judgment for the plaintiff.

Deduction from Wages — Interference with Right to Contract. In the recent case of the Kellyville Coal Co. vs. Harrier, before the Supreme Court of Illinois, 69 N. E. Rep. 927, it appeared that defendant owed plaintiff for wages, and plaintiff was indebted to defendant for groceries, etc., purchased by him. Act of May 28, 1891, §§ 3 and 4, declares that it shall be unlawful for any person, company, corporation, or association, employing workmen in this State, to make deductions from their wages, except for lawful money, checks, or drafts, and except as may be agreed for hospital or relief fund for sick or injured employees, and authorizes the recovery of deductions by an action in which set-offs or counterclaims are forbidden. The court held that the exemption, § 6, of farmers, farm laborers and servants, from the provisions of the act, rendered such section invalid, as depriving miners and manufacturers of the equal protection of the laws guaranteed by the federal Constitution. The Court also held them void as an unauthorized interference with the privilege of contracting. "It is not within the power of the Legislature to provide that one who is possessed of property may not sell it

to another, and agree with the purchaser to work for him in payment for it."

Boycotting — Labor Unions — Injunction. Boycotting was defined by the Supreme Court of Minnesota in the recent case of Gray et al. vs. Building Trade Council et al. According to the ruling of the court, a boycott is a combination of several persons to cause loss or injury to a third person by causing others, against their will, to withdraw from him their beneficial business intercourse through threats that unless a compliance with their demands be made the persons forming the combination will cause loss or injury to him, or an organization formed to exclude a person from business relations with others by persuasion, intimidation or other acts which tend to violence, and thereby cause him, through fear of resulting injury, to submit to dictation in the management of his affairs, and intimidation, coercion or threats of injury are essential elements of a boycott, but what would constitute acts of that character must depend upon the facts of each particular case. The court further held that the constitution guarantees to every citizen liberty and a certain remedy for all injuries which he may receive in his person, property or character; that a person's business, occupation or calling is, aside from the money or chattels employed therein, property within the meaning of the law and entitled to its protection; that labor organizations or unions are not unlawful, but are legitimate and proper for the advancement of their members and those dependent upon them, and that the members thereof may, singly or in a body, quit the service of their employer for the purpose of bettering their condition, and may by peaceful means induce others to join them, and as a means to that end may refuse to allow their members to work in places where non-union labor is employed, but that boycotting as defined above is an unlawful conspiracy and may be restrained by injunction.

EXCERPTS

Relating to Labor, Industrial, Sociological, and General Matters of Public Interest.

Sunday a Day of Rest in Spain.

The law recently approved making Sunday a day of rest has been published. Manual labor is prohibited. Work on Sunday will be permitted only when absolutely necessary, the hours to conform with the regulations. On no account are women or persons under 18 years of age to be employed on said day. The law will be put in force within six months. — *R. M. Bartleman, Consul, Cadiz, Spain, Mar. 7, 1904.*

Amalgamation of Carpenters Unions.

In January of this year the United Brotherhood of Carpenters and Joiners of America formed new district councils with jurisdiction over every carpenters union in the United States and Canada. Local unions of the Amalgamated Society of Carpenters and Joiners, an English organization, were admitted to the

councils with the understanding that in January, 1905, all these locals should return their charters to the Amalgamated Society and become locals of the United Brotherhood. It is stated that there are about 5,000 members of the Amalgamated Society in the United States, 1,400 or 1,500 being in Massachusetts, while the United Brotherhood, it is said, has 182,000 members in the United States, and about 14,000 members in this State.

Labor Unions in Mexico.

Wide publicity has been given to the fact that a conspicuous smelting and mining syndicate of the United States had for some time past been increasing its holdings and the number and size of its plants in Mexico; and it has also been asserted that this syndicate was getting ready to withdraw in large measure from one or two of the leading mining States of the

* The company later decided not to appeal from the decision of the court but offered to co-operate in the formation of a joint committee to be composed of representatives of the mills and of the Board of Education, this committee to have for its function the work of going through the mills and weeding out all children whose employment is inconsistent with the law.

United States, on account of labor troubles. It is not, perhaps, so well known that there are labor unions, of one sort at least, in Mexico itself.

In the city of Durango, for instance, there are three aggregations, supposed to be composed of artisans, though not strictly so in point of fact. One of these organizations has over 700 members. No one of the three, however, is active in the sense of attempting to influence the scale of wages, though there seems to be no reason why they might not become so, if occasion should arise. Their main object is mutual aid, and, in the absence of any cheap mutual insurance and benefit societies, they fulfill to some extent in this community the mission of such. In the case of one society, in fact, which is organized here, it is a branch of an organization quite general in Mexican cities; whenever a member dies his family receives not a certain stipend, but all the money at the time on hand in the treasuries, not alone of the local society, but of all the branches in the country.

There was recently a strike at the plant of the Mexican National Steel and Iron Company, operating the famous "iron mountain" on the outskirts of this city. This had nothing to do with the existence of the three societies named above; it seems to have been due purely to the fact that men who were a few years ago common workmen at less than \$1 Mexican (44.3 cents United States) a day, having acquired some degree of skill in the rolling mill, were able to earn, at the prices given for piecework, from \$4 to \$8 a day, and could not stand the prosperity. — *James A. Lelloy, Consul, Durango, Mexico.*

A Labor Union turned Capitalist.

About a year and a half ago some fifty polisher and platers in a plant in Rochester, New York, organized a labor union and made demands for higher wages. They were refused and quit work, when the manager of the works made this rather astonishing proposition:

"You won't work for me!" he said. "Work for yourselves. Start a polishing and plating plant of your own. If you'll do it as cheaply and as well as any one else you can have my work."

The union met and decided to follow his suggestion. With the aid of a lawyer they drew up articles of agreement. The company was capitalized at \$3,400, divided into thirty shares. After a year and a half the concern is doing a thriving business.

This last year has been very prosperous. Much of the time the men have worked thirteen hours a day. The men are paid by the piece, and receive, besides, their share of the profits of the business. So profitable has the concern been that the men have been required to pay only a small part of their original subscription. There are now only twenty-one shareholders and each owns one and two-thirds shares.

When differences arose in the shop they were referred to a shop committee. Each shareholder considered himself a capitalist and therefore did not spare himself. They suggested improvements and economies. The president acted as bookkeeper to save expense, and all stood shoulder to shoulder for the result.

Perhaps there is a suggestion in this successful experiment for a way out of labor difficulties. But it will be noticed that piece work, which many unions condemn, was instituted, and the men worked thirteen hours while their neighbors fight for eight. — *World's Work.*

Strike and Lockout at Crimmitschau, Saxony.

The following account of this German strike of cotton operatives was furnished this Department by Dr.

Schneider, city councillor, under date of March 21, 1904.

In answer to the inquiries directed to the Royal Department of the Interior at Dresden we have the honor humbly to offer the following information:

I. The principal industry branches of the city of Crimmitschau and its environs are buckskin manufacture and the so-called vleugna spinning (cotton yarn spinning). According to the accounts of the local Spinners and Manufacturers Association the working time for adult operatives, both men and women, averages 10¼ hours a day, Saturdays only 10 hours. That gives 63¾ hours for the week.

To shorten the working time, it was decided, in two meetings of textile operatives held here June 25, 1903, to commission the Crimmitschau officers of the German Textile Workers Union to introduce measures in the Crimmitschau Spinners and Manufacturers Association which should be calculated to bring about the 10-hour day without change in wages for helpers and with 10 per cent increase in wages for operatives working under agreement. As a result, on August 6, 1903, joint negotiations were held by the representatives of the employers (the managers of the Employers Association of Saxon Textile Manufacturers at Chemnitz and the management of the local Spinners and Manufacturers Association) and the representatives of textile workers (the officers of the German Textile Workers Union, Mr. Carl Hübsch of Berlin and eight representatives of the local textile operatives). In this meeting no agreement was reached. The representatives of the operatives declared that they would not insist upon the demands made by them being granted fully and would agree that a further answer in the matter should be given at nine o'clock in the evening of Saturday, August 8, of that year, by the Spinners and Manufacturers Association. The management of the Spinners and Manufacturers Association promised on the other hand to work among the members so that eventually some slight concession as to the working time should be granted, which, however, could not by any means correspond to the demands of the operatives.

Despite the pending negotiations for an agreement the operatives in five textile factories in the strike district notified their employers on August 7, 1903, of their intention to quit work with the condition, however, that this notification should be considered as withdrawn in case satisfactory concessions should be made by the employers before August 8. The number of these operatives was 625. As a counterthrust to this notice there followed a notice from the employers to the other 7,157 textile operatives to quit work, so that on August 22 in nearly all the textile factories and at all events in every one where the length of notice is 14 days and begins Saturday business was entirely stopped.

II. A third attempt to effect an agreement, made by the city authorities partly of their own inclination and partly upon request, was fruitless. In the privy council at Dresden, Prof. Dr. Bähmert, as well as the director of the Ministerial Department, privy councillor Dr. Roscher, trying for the ninth time to mediate between the contending parties, did not achieve anything. While the operatives were willing to modify their demands, the employers declared that they could make no concessions whatsoever, since in the manufacturing cities competing with Crimmitschau lower wages prevailed and nearly all factories worked 11 hours or longer.

Here let it be noted that a concession offered by the employers at the beginning of the lockout to increase the noon recess from one hour to an hour and a quarter

was rejected by the operatives and then withdrawn by the employers.

By the middle of October, 1903, the employers began to operate their factories, at first with their foremen and a small number of those who wished to work. From this time and after the Spinners and Manufacturers Association had decided that the employers might take back at first 10 per cent and later 25 per cent of their operatives the number of persons willing to work, including also foreign workmen, increased constantly.

On January 9 of this year they numbered 2,323 persons; of these 359 were foreigners.

III. As for the behavior of the operatives, they conducted themselves generally in a noticeably quiet, orderly, and discreet manner up to the middle of October, 1903. Interference was necessary in only a few cases on account of opposition to police regulations. The usual quiet appearance of the streets before the factories changed quite essentially, however, when those who were willing to work were employed again. Already on the 15th and 16th of October great throngs of people had to be dispersed by the efforts of the entire police force especially from before the factory of Ferdinand Ehrler. On the 3d of November the authorities declared that it was possible only by the greatest effort to afford the protection demanded for the workmen by the manufacturers especially at the beginning and close of the working time. Consequently on November 4, 1903, a call was issued for 20 gendarmes for the assistance of the local authorities which number was reinforced by 14 men at the beginning of January because at that time, upon the arrival of foreign workmen, hundreds of people gathered at the railway station and in the streets leading to the destinations of the foreigners and endeavored to force those who were willing to work away from their companions and to win them over to the cause of the strikers. These riots and the terrorism exercised over those who were willing to work led to the interdiction of all gatherings. This interdiction could not be removed by the high constable of Zwieckau and the city council of Crimmitschau even for the Christmas festival since it included gatherings for the distribution of Christmas gifts, permission for which the leaders of the operatives sought, not to forbid a Christian distribution of gifts but first of all to hinder the holding of a social democratic conference which the leaders of the operatives were not willing to give up under any circumstances.

On the 6th, 7th, and 8th of January, upon the arrival of foreign workmen there were such wild scenes at the local railway station that the local police thought the assistance of the royal gendarmes necessary for a longer time.

On January 18th, 1904, quite unexpectedly, the strike management announced in a handbill that the operatives had returned to work unconditionally. Thus the strike was ended.

While we should be glad to furnish further information if it is desired, we send some printed reports pertaining to the strike of the textile operatives.

Dr. Roacher, privy councillor and director of the Ministerial Department, in his report of January 6, 1904, said, in part:

I held conferences Monday, January 4, in the council hall at Crimmitschau in the presence of Herr Beckmann, the burgomaster, in the morning with six representatives of the workmen and in the afternoon with six representatives of the employers. At the morning conference the city councillor Dr. Schneider, president of the Industrial Court, was present. Among the representatives of the workmen were the Berlin

president of the "Central Union of all Men and Women Employed in the Textile Industry of Germany" and the president of the Crimmitschau local of this union. Among the employers were the president of the Spinners and Manufacturers Association of Crimmitschau and a local representative of the Textile Employers' Association of Saxony. I tried earnestly to persuade both groups to put an end to this fatal warfare, pointed out to both that in this controversy each side had greatly underestimated the strength of its opponent. If the struggle should be prolonged till one side were completely exhausted, it might perhaps continue to the complete ruin of the industries of Crimmitschau. And in industrial domain there may be Pyrrhus victory which leaves the victor no strength. To counteract the natural tendency on both sides, in such a case, to consider the struggle as merely a question of might, I accented, in both conferences, the fact that in controversies among people it rarely happens that one side is wholly wrong or the other entirely right. Beside the indisputably foremost question of might, neither side should neglect the question of fault. With both groups I explicitly agreed that nothing should be made public concerning the result of the negotiations until the final statement had been made in the Saxon diet (Landtag).

The workmen, in the course of the three and a half hour conference, made nine propositions upon the acceptance of which by the wage commission and by the entire body of workmen they would return to work in case of an agreement with the employers.

In the four-hour conference held in the afternoon in which I submitted these nine propositions of the workmen, the representatives of the employers declared unanimously and decidedly that they could not at present grant the demands of the workmen either wholly or in part. In the present controversy the question is no longer of hours of labor and other single demands but only of power between the employers and social democracy. On this account the employers did not agree to submit the affair to the Industrial Court as an arbitration board. Should the employers grant the demands of the workmen, now, very evil results would follow. The industrial condition of Crimmitschau would be severely injured thereby in competition with other German towns having similar industries which still almost without exception work 11 hours and at the lowest wages. In recent times the industry of Crimmitschau has experienced great difficulties. During the last two decades about 40 firms in the industrial district of Crimmitschau have failed, and even the population of the city fell from 23,558 in 1895 to 22,840 in 1900, more than 700 persons.

Vieugna spinning has for several years suffered under very severe competition especially from Belgium and lately also from Austria and Italy, to the detriment of the sale of German vieugna yarns, and granting the demands of the workmen would be attended by fatal results for domestic vieugna spinning. If the demands of the social democratic leaders should be granted now, those who were willing to work would be exposed to the terrorism of those leaders. These employees who are willing to work, who in the present difficult times have kept faith, have had to be protected however by the employers. The employers have been formally requested by these employees not to submit to the demands made only by some of the leaders of the social democrats, since they would be further subjected to the terrorism of the leaders. Let the union of textile operatives conquer in Crimmitschau and the same fate will be prepared for another place. Upon this ground the employers in Crimmits-

schau should find ready and willing assistants from employers in similar industries in other places. The Crimmitschau manufacturers would not oppose the 10-hour day in itself, would rather have exhorted labor, earnestly, to wait to see if an imperial law might not perhaps be enacted to regulate the working time for women. The 10-hour day therefore would not warrant any such bitter struggle, particularly as the working time in Crimmitschau now is only 10½ or 10¾ hours at the most. To grant the just requests of the workmen is, now as ever, the fixed and earnest endeavor of the Crimmitschau manufacturers.

It is wrong, in my opinion, to consider the present struggle as a struggle between the employers and their workmen; in reality it is a struggle between the employers and social democracy, which by systematic, continued agitation, by intimidation, and persuasion seeks to bring labor under its sway and in the event of its success in this struggle would gain an influence fatal to employer and workman. It is of immediate importance to protect the peaceable, freedom-loving workmen from social democracy. Of the means which were employed by social democracy in Crimmitschau to force workmen who were not willing to join the social democratic labor organization and its enterprises to do so I have learned many deplorable things by conversing individually with various persons who were willing to work. To withstand permanently such attempts at coercion, which are made constantly and by various persons, demands great firmness of character on the part of those who are beset by them. For the plain workmen who preserve such firmness, who pursue their way, calm and decided, I have great respect.

Seeking an agreement between the representatives of the workmen and the employers was not to be thought of after this. I advised both sides, however, to avoid everything that could prolong or embitter the struggle and earnestly recommended to each the careful consideration of the question of fault. I set forth to the

employers the strong justification which is demanded for the refusal of every offer of settlement, and I pointed out that the coming of foreign laborers, especially such as do not speak German, is to be looked upon as a misfortune which ought to be avoided if possible. To this the employers replied that they had already avoided increasing the number of foreign workmen as far as possible, while capable native workmen were to be obtained for the most part. To avoid foreign labor entirely would not be possible so long as the greater part of the workmen remain on strike. Several employers had, before they hired foreign workmen, offered to take back the best of their former employees and had explained that in case of refusal they would be forced to employ foreign labor.

In concluding, I cannot repress a thought which forces itself upon me on this occasion. In the reports of the German Industrial-Inspection Office are numerous notices concerning labor committees, in many cases commending them as being qualified for mediation between the workmen and their employers, in other cases remarking that there is, on the part of the employers, aversion to and distrust of such mediating agencies often dominated by the social democrats. I would not underestimate the difficulty of forming such labor committees so that they shall enjoy the confidence of the workmen and the employers. But if social politics were more frequently able to overcome this difficulty I should consider it of extraordinary value. For the labor committee of a factory is the simplest and most natural organization of the operatives employed in the factory. When the independent needs of the operative find satisfaction in the somewhat limited community of the factory by joint consideration with similar needs, in an organization through which the operative may assert his desires relating to his employment, especially relating to labor conditions, he will have less desire for the great communities which, like the organization of an entire branch of manufacturing, beset him.

STATISTICAL ABSTRACTS.

Universal Importance of Statistics.

Die Woche, a German magazine, in its issue of September 19, publishes a long article under the above caption, by Prof. Friedrich Zahn. It begins with the announcement that many distinguished economists and statisticians of the most highly developed countries of the world, representing practical and scientific affairs, will meet in convention in Berlin, September 20-25, to discuss the general problems of statistics. The members of this organization intend, as far as possible, to give to the different countries of the world valuable hints as to how the solution of certain problems may be obtained by statistical observations; they desire to improve the methods of collecting, preparing, and publishing statistical materials, and also to secure greater simplicity and uniformity in the arrangement of data procured in different countries, all of which will bring about better international results.

The scientist need not be told the value of these meetings. He knows of what great service they have been in the past; he knows the needs of civilized countries regarding statistics, and what can be gained by exchange of opinion and by personal contact of

statisticians. He knows, further, that a good part of the present healthy state of the financial statistics of any country, and our knowledge of its economic and social conditions, are due to the organization of statistics.

It has been asked whether statistics have any value for the general public. A number of people are of the opinion that statistics stand for a dry mass of figures; and the work of statisticians, while acknowledged to be of public and scientific value, is often regarded as tiresome and unattractive and work in which only a very exclusive circle of people find any interest. The preparation of statistics should be regarded not only as the task of the State, but each individual in the State should render such assistance as he can, otherwise success is uncertain. Only through the co-operation of all can a complete conception of relations be made possible.

The object of statistics is to prepare the quantitative phenomena of a people and to arrange them in a scientific manner after they have been carefully investigated and examined. By means of figures, statisticians fix the facts and obtain a more reliable insight

into actual conditions than would be possible by means of a single event or by confused conjecture.

To the ordinary evaluations which are secured by direct observation there is added a more exact expression. In place of hollow-sounding phrases, they give us materials in accurate and easily available forms. Arbitrary prejudice, fables, rumors, and eloquent forms of speech always make way for the truth wherever and whenever carefully collected statistics are employed. The foundation of the economic and social condition of the country is obtained scientifically through statistical investigations.

As a matter of fact the government is using statistical investigation for the purpose of obtaining means of governing well, and has organized bureaus of statistics under its control for the purpose of securing their necessary assistance. Statistics give conclusions, as far as they may be reduced to figures, concerning the conditions of the country and the forces at work therein; concerning the value of certain legal and administrative measures; and also show the truth or falsity of opinions in the great world of economics; they lead to the discovery of mistakes or weak points in the existing administrative arrangements, and often a knowledge of these conditions is the first step toward improvement. A well-organized statistical system is the economic conscience of the state. Napoleon said that political statistics were the budget of things, and without the budget there was no safety. The state, therefore, works for its own well-understood interests when it teaches its people to support and care for statistics; for these will serve it well and give it power and security in all of its other branches. It may be compared to the merchant who keeps his books carefully, as contrasted with the merchant who follows his own humors and not the actual figures of his business. The more economic and social conditions become complicated and differentiated and the more a nation takes its place as a world power in war and trade the more statistics and statistical investigations become important. There will be certain questions for the entire country to regulate, whereas formerly weighty questions were settled by the cities or by the different states that made up the nation. Therefore, the state must look to it that certain conditions shall be examined in the same way and at the same time and in the same territory, and as far as possible by means of official statisticians. They must be looked at objectively. *Translated and prepared in the Bureau of Statistics, Department of Commerce and Labor.*

Relief Department—Baltimore & Ohio Railroad Co.

The Fifteenth Annual Report of the Relief Department of the Baltimore & Ohio Railroad Co., covering the fiscal year ending June 30, 1903, shows the membership at the close of said year to be 41,783 persons, an increase of 1,765 over the membership of 1902. The following table shows the benefits paid during the year, the total cost, and average payments:

CLASSIFICATION.	Number of Payments	Total Cost	Average Payments
Death from accidents on duty,	163	\$178,500	\$1,095
Death from other causes,	289	152,090	526
Disabilities—injury in discharge of duty,	10,846	129,363	12
Disabilities—sickness and other causes,	11,038	178,867	16
Surgical expenses,	10,048	14,910	1
TOTAL,	32,384	\$658,730	\$20

The aggregate amount expended by the company was the same as in the year 1902; i.e., \$16,000 contributed to the relief feature, and \$75,000 to the pension feature. The number of pensioners on the roll June 30, 1903, was 335; the amount paid in pensions was \$64,781; the amount of money loaned to employees during the year was expended in building 1,505 houses, buying 1,942 homes, improving 443 homes, and releasing liens on 1,135 properties. An extra dividend of 1½ per cent was paid to depositors making 5½ per cent for the year.

Fisheries of Massachusetts, 1903.

The following statement, compiled by the Bureau of Fisheries, Department of Commerce and Labor, shows the quantities and values of certain fishery products landed at Boston and Gloucester by American fishing vessels during the year 1903, covering 3,818 trips to Boston and 3,172 to Gloucester:

CLASSIFICATION OF PRODUCTS.	BOSTON	
	Pounds	Value
Cod,	21,474,350	\$623,236
Fresh,	21,381,850	620,811
Salted,	93,000	2,425
Cusk,	1,674,100	26,808
Fresh,	1,674,100	26,808
Salted,		
Haddock,	37,216,200	851,508
Fresh,	37,216,200	851,508
Salted,		
Hake,	9,617,750	158,250
Fresh,	9,617,750	158,250
Salted,		
Pollock,	3,308,510	55,095
Fresh,	3,308,510	55,095
Salted,		
Hallbut,	1,021,955	72,162
Fresh,	841,955	57,702
Salted,	180,000	14,400
Mackerel,	1,646,243	105,065
Fresh,	1,459,843	92,848
Salted,	186,400	12,217
Other fish,	4,307,764	158,699
Fresh,	2,888,764	188,399
Salted,	1,424,000	20,300
Total,	80,266,872	\$2,061,127
Fresh,	78,888,472	2,001,485
Salted,	1,888,400	49,642

CLASSIFICATION OF PRODUCTS.	GLOUCESTER	
	Pounds	Value
Cod,	36,277,998	\$1,153,619
Fresh,	9,175,865	193,969
Salted,	27,102,133	959,650
Cusk,	1,285,381	19,088
Fresh,	1,206,867	16,704
Salted,	78,524	2,329
Haddock,	3,126,652	48,216
Fresh,	3,122,652	48,126
Salted,	4,000	90
Hake,	5,229,498	53,304
Fresh,	5,160,988	51,430
Salted,	78,510	1,874
Pollock,	8,135,300	64,104
Fresh,	7,981,500	59,632
Salted,	153,740	4,472
Hallbut,	3,431,665	256,250
Fresh,	2,779,685	208,337
Salted,	651,980	47,922
Mackerel,	8,426,131	587,912
Fresh,	580,590	38,188
Salted,	7,845,541	549,724
Other fish,	11,312,850	196,467
Fresh,	3,060,450	68,920
Salted,	8,252,400	127,537
Total,	77,225,470	\$2,375,904
Fresh,	33,058,642	686,306
Salted,	44,166,828	1,689,598

PUBLICATIONS OF THE

BUREAU OF STATISTICS OF LABOR,

Now in print, and which will be mailed on receipt of amounts stated, the figures in parentheses indicating the cost of postage.

Statistics of Labor.

[Labor Chronology, which forms a Part of the Bureau Report each year, contains information relating to Hours of Labor, Wages, Trades Unions, and Labor Legislation. Subsequent to 1897, all available data relating to the Condition of Workingmen have also been included in the Chronology.]

1893. I. Unemployment; II. Labor Chronology (4 c.); cloth (13 c.).

1894. I. Compensation in Certain Occupations of Graduates of Colleges for Women (4 c.); II. Distribution of Wealth (9 c.); III. Labor Chronology (4 c.); cloth (13 c.).

1895. I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity (O. P.); II. Graded Weekly Wages, 1810-1891 (10 c.); III. Labor Chronology (4 c.); cloth (24 c.).

1896. I. Social and Industrial Changes in the County of Barnstable (6 c.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1897. I. Comparative Wages and Prices, 1860-1897 (4 c.); II. Graded Weekly Wages, 1810-1891 (9 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1898. I. Sunday Labor (5 c.); II. Graded Weekly Wages, 1810-1891 (12 c.); III. Labor Chronology (7 c.); cloth (21 c.).

1899. I. Changes in Conducting Retail Trade in Boston, since 1874 (4 c.); II. Labor Chronology (7 c.); cloth (11 c.).

1900. I. Population of Massachusetts, 1900 (O. P.); II. Co-operative Industrial Insurance (8 c.); III. Graded Prices, 1816-1891 (14 c.); cloth (26 c.).

1901. I. Labor Chronology, 1900 (4 c.); II. Labor Chronology, 1901 (4 c.); III. Prices and Cost of Living, 1872-1902 (4 c.); IV. Labor Laws (4 c.); cloth (13 c.).

1902. I. Annual Report to the Legislature (O. P.); II. Labor Chronology, 1902 (O. P.); III. Mercantile Wages and Salaries (4 c.); IV. Sex in Industry (5 c.); cloth (12 c.).

1903. I. Race in Industry (5 c.).

Statistics of Manufactures.

[Each of these annual reports presents comparisons, for identical establishments, between two or more years as to Capital Invested, Goods Made, Persons Employed, Wages Paid, etc. The Industrial Chronology, which forms a Part of each Report, includes Industrial Chronology by Towns and Industries, Industrial Dividends, Stock Price Quotations, etc. Beginning with the year 1899, the Parts of the Annual Statistics of Manufactures are published separately.]

1892. I. Manufactures; II. Chronology. Cloth (17 c.).

1893. I. Manufactures; II. Chronology. Cloth (16 c.).

1894. I. Manufactures; II. Chronology. Cloth (12 c.).

1895. I. Manufactures; II. Chronology. Cloth (13 c.).

1896. I. Manufactures; II. Chronology. Cloth (11 c.).

1897. I. Manufactures; II. Chronology. Cloth (11 c.).

1898. I. Manufactures; II. Textile Industries; III. Chronology. Cloth (13 c.).

1899. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1900. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1901. I. Industrial Chronology (O. P.); II. Statistics of Manufactures (3 c.); III. Manufactures: Comparisons, 1895-1900 (3 c.); cloth (10 c.).

1902. I. Industrial Chronology, 1902 (O. P.); II. Statistics of Manufactures (3 c.); cloth (10 c.).

Census of 1895.

[The Decennial Census of 1895 comprises seven volumes.]

Vol. I. Out of print.

Vol. II. Population and Social Statistics, cloth (31 c.).

Vol. III. Population and Social Statistics, cloth (24 c.).

Vol. IV. Population and Social Statistics, cloth (43 c.).

Vol. V. Manufactures, cloth (26 c.).

Vol. VI. The Fisheries, Commerce, and Agriculture, cloth (33 c.).

Vol. VII. Social Statistics and General Summaries, cloth (16 c.).

Special Reports.

A Manual of Distributive Co-operation—1885 (5 c.).

Report of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in the United States—1902 (5 c.) ; 1903 (5 c.).

Labor Bulletins.

No. 10, APRIL, 1899. Labor Legislation of 1898—Trade Unionism in Massachusetts prior to 1880—Contracts with Workingmen upon Public Work—Foreign Labor Disturbances in 1897—Quarterly Review of Employment and Earnings: Ending April, 1899—Editorial, (4 c.).

No. 11, JULY, 1899. Certain Tenement Conditions in Boston—Quarterly Review of Employment and Earnings: Ending July, 1899 (4 c.).

No. 14, MAY, 1900. Free Public Employment Offices—Employment and Unemployment in the Boot and Shoe and Paper Industries—Legislation affecting Hours of Labor—Quarterly Review of Employment and Earnings: Ending April 30, 1900—Statistical Abstracts (3 c.).

No. 15, AUGUST, 1900. Household Expenses—Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton—List of Subjects pertaining to Labor considered in the Latest Reports of American Statistical Bureaus—Massachusetts Labor Legislation in 1900—Quarterly Review of Employment and Earnings: Ending July 30, 1900 (3 c.).

No. 17, FEBRUARY, 1901. Occupations of Residents of Boston: By Districts—Unemployment in Boston Building Trades—Conjugal Condition of Women employed in Restaurants—Comparative Earnings in Five Leading Industries—Resident Pupils in Public and Private Schools in Boston—Statistical Abstracts (3 c.).

No. 21, FEBRUARY, 1902. Physically Defective Population in Massachusetts in Relation to Industry—Distribution of the Industrial Population of Massachusetts—Compulsory Arbitration in New South Wales—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 22, MAY, 1902. Rates of Wages in City Employment—Progress of Co-operation in Great Britain—Review of Employment and Earnings: Six months ending April 30, 1902—Quarterly Record of Strikes—Statistical Abstracts (3 c.).

No. 25, FEBRUARY, 1903. Chinese in Massachusetts—Unemployed for a Year—Retired with a Competency—Dependents upon Public or Private Charity—Quarterly Record of Strikes—Strikes and Lockouts in Massachusetts for 20 years—Statistical Abstracts (3 c.).

No. 26, MAY, 1903. Trade and Technical Education in Massachusetts—Laws relating to Child Labor—Review of Employment and Earnings: Six months ending April 30, 1903—Quarterly Record of Strikes—Recent Legal Labor Decisions—Statistical Abstracts (4 c.).

No. 27, AUGUST, 1903. Aliens in Industry—Immigration Act of the United States—Labor Day—Labor Legislation in 1903—Quarterly Record of Strikes—Statistical Abstracts (4 c.).

No. 28, NOVEMBER, 1903. Aliens and Citizenship—Industrial Studies—Industrial Agreements—Proportional Earnings and Production—Review of Employment and Earnings—Quarterly Record of Strikes—Labor Legislation in Other States and Foreign Countries—Recent Legal Labor Decisions—Statistical Abstracts—Index to Bulletins Nos. 1 to 28 (5 c.).

No. 29, JANUARY, 1904. Eight-hour Day—Licensing of Barbers—Early Closing and Half-holiday Laws of Australasia—Industrial Studies, Proprietors—Palaces for the People—Quarterly Record of Strikes (5 c.).

Labor and Industrial Chronology.

[Since 1899 those parts of the reports on the Statistics of Labor and Statistics of Manufactures relating to these subjects have been bound together in response to a demand for same. The following cloth bound copies are in print and will be mailed upon receipt of amount noted for postage.]

1901—5 cents.

1902—6 cents.

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LABOR BULLETIN

OF THE COMMONWEALTH OF

MASSACHUSETTS

No. 32

JULY, 1904.

CONTAINING:

Child Labor.

Net Profits of Labor and Capital.

The Inheritance Tax.

Absence after Pay Day.

Pay of Navy Yard Workmen.

Labor Legislation, Massachusetts, 1904.

Industrial Agreements.

Current Comment.

Recent Legal Labor Decisions.

Excerpts.

Statistical Abstracts.

PREPARED AND EDITED BY THE

BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

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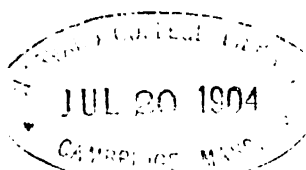
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MASSACHUSETTS LABOR BULLETIN.

No. 32.

JULY.

1904.

CHILD LABOR

In the United States and Massachusetts.

In a recent issue of a widely-circulated magazine, at the head of an article relating to child labor, appeared the following note signed by "The Editors:":

"There are about seventeen hundred and fifty thousand children between the ages of ten and fifteen years employed in the *mines and factories* of the United States. These *true figures* form as serious a menace to our political future as any which exists."

We have printed certain words in the preceding extract in italics, because we wish to call particular attention to them. If the facts are as given in the extract, the situation is, to use the editor's own word, "appalling."

The figure used, 1,750,000, is drawn, approximately, from the United States Census report for 1900, the exact number being, however, 1,752,187. As a general rule, it is not safe to use aggregate figures without paying proper attention to the details which compose them. Deductions drawn from aggregates are oftentimes misleading, and sometimes vicious in their influence upon unthinking minds.

To correct a manifest error is in the interest of truth, and with this purpose in view we present, hereinafter, figures drawn from the United States Census of 1900 which show the real conditions regarding child labor in the United States and Massachusetts, in the year when the census was taken.

CHILD LABOR IN THE UNITED STATES IN 1900.

As previously stated, the number of children under 16 years of age reported by the United States Census as being employed in productive industries was 1,752,187. The following table shows the distribution of this number by the leading industries:

Child Labor in United States—1900. Aggregates and Percentages. All Industries.

INDUSTRIES.	Children under 16 Years of Age	Percentages
Agriculture,	1,062,251	60.62
Professional services,	2,966	0.17
Domestic and personal service,	280,143	15.99
Trade and transportation,	122,607	6.99
Manufacturing and mechanical industries and mining,	284,330	16.23
TOTAL,	1,752,187	100.00

What facts does this table disclose? In the first place, out of each one hundred children at work nearly 61 were engaged in agricultural pursuits where the conditions of employment are certainly very different from those existing in mines, mills, or large factories. About 16 in each hundred were engaged in domestic or personal service, many, probably the majority, in homes and surrounded by better influences than are found in mines or mills.

The number engaged in manufacturing and mechanical industries and mining was 284,330 or a little over 16 in each one hundred, being a slight advance above those employed in domestic or personal service.

The statement made in the extract quoted at the opening of this article is entirely disproved and shown to be without foundation in fact. But the whole truth is not brought out even by these figures. It is necessary to consider certain *branches* of industry in which large numbers of children are employed in order to learn the exact truth. In the table which follows eight branches of occupation are considered, they representing 1,474,939 children at work, or 84.18 per cent of the whole number reported by the census:

Child Labor in United States—1900. Aggregates and Percentages. Selected Branches of Industry.

BRANCHES OF INDUSTRY.	Children under 16 Years of Age	Percentages
Agricultural laborers,	1,054,700	60.19
Laborers (not specified),	128,890	7.36
Servants, etc.,	138,284	7.89
Clerks, etc.,	22,034	1.26
Messengers, etc.,	42,045	2.40
Salesmen, etc.,	20,342	1.16
Miners,	24,217	1.38
Cotton-mill operatives,	44,427	2.54
All other branches,	277,248	15.82
TOTAL,	1,752,187	100.00

We now arrive at what may be considered foundation figures. Agricultural laborers represent 60.19 in each one hundred children employed; laborers (not specified), 7.36; servants and those engaged in similar work, 7.89; clerks and like service, 1.26; messengers and work of a

similar character, 2.40; salesmen and such service, 1.16; miners (in all kinds of mines), 1.38, and cotton-mill operatives, 2.54.

Each of the branches of industry considered employed more than 20,000 children; the smaller industries represented 277,248 or 15.82 per cent of the whole number employed in all industries.

Numbers, in themselves perhaps large, when brought into comparison with other numbers, particularly aggregates, may prove to be of relatively small importance. This point is brought out forcibly in the next table in which the number of children under 16 years of age at work (the majority presumably between 10 and 16) is brought into comparison with the whole number of persons in the United States 10 years of age or over engaged in all the industries.

Child Labor in the United States—1900. All Industries.

INDUSTRIES.	Persons 10 Years of Age and Over	Children under 16 Years of Age	Percentages
Agriculture,	10,438,219	1,062,251	10.18
Professional services,	1,264,737	2,956	0.23
Domestic and personal service,	5,691,746	280,143	4.92
Trade and transportation,	4,778,233	122,507	2.56
Manufacturing and mechanical industries and mining,	7,112,987	284,330	4.00
TOTALS,	29,285,922	1,752,187	5.98

The 1,752,187 children at work represent 5.98 per cent or about six in the hundred of all persons 10 years of age and over engaged in gainful occupations, but an examination of the table shows that this proportion is largely due to the great number of children engaged in agricultural pursuits.

The consideration by branches of industry employing more than 20,000 children again becomes illustrative and consequently valuable. The eight great branches of industry employing children are shown in the following table in which comparisons are again made between the children engaged in each branch and the whole number of persons, 10 years of age and over, employed in the respective branches of industry considered:

Child Labor in the United States—1900. Selected Branches of Industry.

BRANCHES OF INDUSTRY.	Persons 10 Years of Age and Over	Children under 16 Years of Age	Percentages
Agricultural laborers,	4,459,346	1,064,700	23.65
Laborers (not specified),	2,640,420	128,890	4.88
Servants, etc.,	1,565,440	138,284	8.83
Clerks, etc.,	632,099	22,034	3.49
Messengers, etc.,	71,895	42,045	58.64
Salesmen, etc.,	611,787	20,342	3.33
Miners,	570,995	24,217	4.24
Cotton-mill operatives,	246,004	44,427	18.06
TOTALS,	10,797,786	1,474,939	13.66

This is the most graphic and instructive of the tables. In the eight industries considered 10,797,786 persons 10 years of age and over were employed in 1900, of whom 1,474,939, or 13.66 per cent, were children under 16 years of age. This proportion of nearly 14 in the hundred is largely due to the preponderating influence of 1,054,700 agricultural laborers. The largest proportion, nearly 59 in the hundred, is found, naturally enough, among messengers and those engaged in like service, for it is in this line of work that young persons, as a rule, are employed. The next highest proportion, nearly 24 in the hundred, occurs among agricultural laborers; the third highest, 18 in the hundred, in cotton mills, while only four in the hundred are employed in mines. These results are markedly at variance with generally expressed and received opinions on the subject, but they are drawn from the only available official figures and must be accepted as correct and conclusive.

Before closing the consideration of the question so far as the United States are concerned we desire to present an interesting ratio. The number of families in the United States in 1900 was 16,239,797, the average size being 4.7 persons. If each family had had one child under 16 at work the whole number so employed would have been 16,239,797; the actual number employed was, as we have shown, 1,752,187, or 10+ per cent; or, in other words, but 10 per cent of the families had, on the average, one child under 16 years of age at work.

CHILD LABOR IN MASSACHUSETTS.

The United States Census for 1900 supplies very full statistics regarding the employment of persons under 16 years of age in Massachusetts manufacturing industries. In the following table, 138 industries are specified, and in connection with each is given the average number of wage earners of all ages employed therein, the average number of wage earners under 16 years of age, and the resulting percentage of children to the total number. For those industries showing the employment of children in excess of five per cent, or five in each one hundred, the figures are printed in **full-faced type**:

Child Labor in Massachusetts Manufacturing Industries — 1900.

INDUSTRIES.	Average Number of Wage-Earners (All Ages)	Average Number of Wage-Earners under 16 Years of Age	Percentages
Agricultural implements,	312	1	0.32
Baskets, and rattan and willow ware,	191	2	1.05
Belting and hose, rubber	316	9	2.85
Bicycle and tricycle repairing,	503	13	2.58
Billiard tables and materials,	79	1	1.27
Blacksmithing and wheelwrighting,	2,455	20	0.81
Bookbinding and blank book making,	2,608	65	2.49
Boot and shoe cut stock,	4,390	63	1.44
Boot and shoe findings,	2,178	50	2.30
Boots and shoes, custom work and repairing,	699	9	1.29
Boots and shoes (factory product),	58,645	937	1.68
Boots and shoes, rubber	5,250	57	1.09
Bottling,	739	3	0.41

Child Labor in Massachusetts Manufacturing Industries — 1900 — Continued.

INDUSTRIES.	Average Number of Wage-Earners (All Ages)	Average Number of Wage-Earners under 16 Years of Age	Percentages
Boxes (fancy and paper),	3,890	97	2.49
Boxes (wooden packing),	2,081	21	1.01
Brass casting and brass finishing,	1,128	1	0.09
Brassware,	337	2	0.59
Bread and other bakery products,	6,250	76	1.45
Brick and tile,	1,429	3	0.21
Brooms and brushes,	1,105	32	2.90
Buttons,	772	27	3.50
Carpentering,	13,432	7	0.05
Carpets and rugs (other than rag),	4,480	504	11.25
Carriage and wagon materials,	580	2	0.34
Carriages and sleds, children's	280	2	0.71
Chemicals,	622	3	0.48
Clothing, men's, custom work and repairing,	5,091	67	1.32
Clothing, men's (factory product),	3,333	8	0.24
Clothing, women's (dressmaking),	4,172	13	0.31
Clothing, women's (factory product),	3,443	28	0.81
Combs,	752	8	1.06
Confectionery,	2,942	87	2.96
Cordage and twine,	3,303	151	4.57
Corsets,	1,085	25	2.30
Cotton goods,	92,085	5,923	6.43
Cotton small wares,	430	49	11.40
Cutlery and edge tools,	2,100	46	2.19
Druggists' preparations (not including prescriptions),	145	5	3.45
Dyeing and cleaning,	428	1	0.23
Dyeing and finishing textiles,	4,678	97	2.07
Electrical apparatus and supplies,	5,202	103	1.98
Electroplating,	219	4	1.83
Enamelling and enameled goods,	105	2	1.90
Engraving and diesinking,	104	1	0.96
Engraving, steel (including plate printing),	193	3	1.55
Envelopes,	976	4	0.41
Fancy articles (not elsewhere specified),	357	2	0.56
Felt goods,	464	15	3.23
Firearms,	1,603	40	2.50
Flavoring extracts,	139	1	0.72
Flouring and grist mill products,	304	2	0.66
Food preparations,	500	8	1.60
Foundry and machine shop products,	32,234	69	0.21
Fruits and vegetables, canning and preserving,	139	3	2.16
Fur hats,	1,823	13	0.71
Furnishing goods, men's	498	1	0.20
Furniture (cabinetmaking, repairing, and upholstering),	1,203	7	0.58
Furniture (factory product),	6,092	34	0.56
Gas and lamp fixtures,	158	5	3.16
Gas machines and meters,	192	3	1.56
Glass,	387	25	6.46
Gloves and mittens,	201	6	2.99
Gold and silver (leaf and foil),	96	4	4.17
Grease and tallow,	424	1	0.24
Hairwork,	74	1	1.85
Hand stamps,	74	2	2.70
Hardware,	616	71	11.53
Hats and caps (not including fur hats and wool hats),	2,245	5	0.22
Hosiery and knit goods,	6,867	460	6.90
House furnishing goods (not elsewhere specified),	381	5	1.31
Iron and steel,	6,125	23	0.38
Iron and steel, bolts, nuts, washers and rivets,	948	12	1.27
Iron and steel, nails and spikes, cut and wrought, including wire nails,	1,076	26	2.42
Ivory and bone work,	574	26	4.53
Jewelry,	5,696	21	0.37
Lead, bar, pipe, and sheet,	101	1	0.99
Leather goods,	473	7	1.48
Leather, tanned (curried, and finished),	7,010	7	0.10
Linen goods,	1,387	123	8.87
Lithographing and engraving,	1,079	29	2.69
Lock and gun smithing,	108	2	1.85
Lumber and timber products,	2,768	5	0.18
Lumber, planing mill products, including sash, doors, and blinds,	2,434	20	0.82
Marble and stone work,	3,894	6	0.15
Masonry, brick and stone	8,741	1	0.01
Millinery and lace goods,	993	1	0.10
Millinery (custom work),	2,216	24	1.08
Mineral and soda waters,	460	6	1.30
Mucilage and paste,	92	1	1.09
Musical instruments, organs and materials,	629	1	0.16
Needles and pins,	262	31	11.83
Oil (not elsewhere specified),	160	1	0.63
Optical goods,	1,469	64	4.36
Painting, house, sign, etc.,	6,114	11	0.18
Paper and wood pulp,	9,061	7	0.08
Paper goods (not elsewhere specified),	1,487	30	2.02
Paper hangings,	169	4	2.37
Patent medicines and compounds,	1,259	5	0.40
Paving and paving materials,	951	1	0.11

Child Labor in Massachusetts Manufacturing Industries — 1900 — Concluded.

INDUSTRIES.	Average Number of Wage-Earners (All Ages)	Average Number of Wage-Earners under 16 Years of Age	Percentages
Perfumery and cosmetics,	57	1	1.75
Photographic apparatus,	55	2	3.64
Photographic materials,	95	3	3.16
Photography,	760	6	0.79
Photo-lithographing and photo-engraving,	233	2	0.86
Pickles, preserves, and sauces,	281	2	0.71
Plated and britannia ware,	193	3	1.55
Plumbers' supplies,	374	10	2.67
Plumbing, and gas and steam fitting,	5,432	23	0.42
Pottery, terra cotta, and fire-clay products,	584	4	0.68
Printing and publishing, book and job,	5,427	150	2.76
Printing and publishing, newspapers and periodicals,	5,432	88	1.62
Regalia and society banners and emblems,	39	1	2.56
Roofing and roofing materials,	901	2	0.22
Rubber and elastic goods,	5,944	127	2.14
Saddlery and harness,	785	1	0.13
Shirts,	1,986	1	0.05
Shoddy,	307	3	0.98
Silk and silk goods,	3,110	171	5.50
Silverware,	1,030	8	0.78
Slaughtering and meat packing (wholesale),	2,337	11	0.47
Smelting and refining (not from the ore),	11	1	9.09
Soap and candles,	623	12	2.29
Stamped ware,	297	8	2.69
Surgical appliances,	134	2	1.49
Tinsmithing, coppersmithing, and sheet-iron working,	2,145	2	0.09
Tobacco, cigars, and cigarettes,	2,752	14	0.51
Tools (not elsewhere specified),	1,983	13	0.66
Toys and games,	434	12	2.76
Trunks and valises,	136	1	0.74
Watch, clock, and jewelry repairing,	533	8	1.50
Whips,	695	21	3.02
Wirework (including wire rope and cable),	1,695	55	3.24
Wood (turned and carved),	1,048	22	2.10
Woodenware (not elsewhere specified),	155	5	3.23
Wool hats,	541	15	2.77
Woolen goods,	17,717	675	3.81
Worsted goods,	18,867	1,077	5.71
All other industries,	5,829	33	0.57
ALL INDUSTRIES,	497,448	12,556	2.52

The table may be condensed for purposes of analysis as follows :

CLASSIFICATION OF PERCENTAGES.	Number of Industries	CLASSIFICATION OF PERCENTAGES.	Number of Industries
Less than one-half of one per cent,	33	Four but under five per cent,	4
One-half but less than one per cent,	24	Five per cent and over,	11
One but under two per cent,	29		
Two but under three per cent,	27		
Three but under four per cent,	10	TOTAL,	138

The industries employing five or more than five children to each one hundred employees, of all ages, are as follows :

INDUSTRIES.	Percent-ages	INDUSTRIES.	Percent-ages
Carpets and rugs (other than rag),	11.25	Linen goods,	8.87
Cotton goods,	6.43	Needles and pins,	11.83
Cotton small wares,	11.40	Silk and silk goods,	5.50
Glass,	6.46	Smelting and refining (not from the ore),	9.09
Hardware,	11.53	Worsted goods,	5.71
Hosiery and knit goods,	6.90		

These 11 industries employed 8,435 children, or 6.57 per cent of the total employees of all ages engaged therein. It will be noticed by

referring to the long table that, in many cases, although the percentages are large, the numbers on which they are based are comparatively small.

The whole number of children under 16 years of age employed in the manufacturing industries of Massachusetts in 1900 was 12,556, or 2.52 per cent ($2\frac{1}{2}$ in the hundred) of the whole number of employees of all ages (497,448) engaged in the various manufacturing industries.

In 1900, the number of families in Massachusetts was 613,659, with an average size of 4.6 persons. If each family supplied one child worker under 16 years of age there would have been 613,659 children employed. There were actually engaged in manufacturing industries 12,556, or 2+ per cent — only two families in each one hundred, on the average, having a child worker in mills or factories.

We have no desire or intention to minimize the evil effects of child labor. Our American industrial life is so exacting upon both physical and mental powers, that children should not be forced into it from poverty or greed until they are able to stand the strenuous life which lies before them; but, as the basis of intelligent legislation to remedy apparent evils, facts from official sources should be relied upon and not unsubstantiated statements or unfounded estimates.

NET PROFITS OF LABOR AND CAPITAL.

This article is intended to be a statistical study and comparison of the net profits of labor and capital. The labor side of the question is presented in the form of extracts and quotations from labor newspapers and magazines, and the side of capital by tables made up from official figures.

A labor magazine says:

The United States Census reports for 1900 declare that the average annual wage of an American laborer is \$437.

That's a little less than \$1.50 a day, and nobody need go to Washington to learn that the average man who works with his hands gets about what the government says he does. But here come the 1900 census reports with another fact that makes the figures about wages seem more important.

The average annual value of an American workingman's product is \$2,450 say the census reports.

Now figure this out for yourself and you will see that the difference between what the average wage-worker gets each year and the value of the work he creates with his labor is \$1,913.

Part of the difference is undoubtedly wasted by his employer in trying to get business that naturally belonged to some other fellow; but a large part of this \$1,913 **THAT THE WAGE EARNER CREATED BUT DID NOT GET** went into the employer's pockets in the form of profits.

As bearing upon the same subject we extract the following from another labor publication :

Again, I ask you what good is this country to you if to exist you are compelled to work eight hours for some boss, and two hours for yourself every day, giving to the boss four-fifths of what you produce and keeping for yourselves one-fifth? That is, if you create in wealth the amount of ten dollars in a day, you are compelled to give over eight dollars to others and keep two for yourself.

We next present in full an article lately published from the pen of the well-known writer on labor matters, Mr. Herbert N. Casson.

Wages Represent Gross Receipts, not Net Prices.

In this article I am going to consider the labor question in a businesslike way. One reason why the average business man has such hazy ideas about labor problems, is because they are not presented to him from the standpoint of a business man.

Many a business man would raise wages, or at least refuse to reduce them, if he understood what wages really meant to the wage-worker. Before he can be fair, he must look into this question of wages from the standpoint of the man who gets the pay envelope.

Every business man knows the difference between gross receipts and net profits. He knows that the difference means either success or failure. If the net profits are small, he knows that it doesn't matter how high the gross receipts are.

Every business man knows that it isn't what he takes in that makes his business profitable. It is what he **KEEPS**. It is what he has left after all expenses are paid. If he takes in \$15,000, and has to pay out \$13,500 for rent, clerk hire, raw materials, etc., then his net profits are only \$1,500.

Now, when a workingman draws his wages, does the money represent gross receipts or net profits? Most employers have the idea that the pay envelopes contain clear profit. They imagine that, as their employees do not hire anybody, there are no expenses to be counted out of the wages.

As a matter of fact, wages always represent gross receipts, and there are expenses to be deducted. The wage-worker has absolutely nothing coming in to him except his wages.

What are a wage-worker's business expenses? Some of them are as follows :

(1) Wear and tear. Every manufacturer sets aside every year a certain amount, often ten per cent, to cover wear and tear of his machinery. In the same way every wage-worker should set aside the same proportion of his wages for old age, recognizing the fact that he is wearing out and losing his vim and energy year by year.

(2) Sickness. Every manufacturer takes out of his gross receipts the amount he has had to pay to get his broken machines fixed. Why should the workers not do the same? Why not put the doctor's bill on the same footing as the machinist's bill, and call both of them expenses that must be deducted from the total income?

(3) Insurance. Just as a manufacturer insures his factory against fire so a worker should insure himself against accident or sudden death. A worker is his own machine, you must remember, and whatever it costs to keep him in good order ought to be counted as expenses.

(4) Board, lodging and clothing, up to the point of unnecessary expense. All that it takes to keep a worker in good running order may fairly be regarded as expenses.

Whatever is left in the pay envelope, after these expenses have been taken out, represents net profits. It is this remainder that decides whether the job is worth having and whether life is worth living for the worker.

Take the case of an average able-bodied seaman, for example, on an American coasting steamer. His pay is \$30 a month, but as he works only eight months a year,

his yearly income is \$240. Out of this amount he has to pay his way on shore during the four months that he is idle.

Suppose he spends \$1 a day, which would not allow him to enjoy many theatre parties or fancy dress balls, he will spend half of his money before he can get another job. Then he has to buy his own oilskins, sea boots, mess gear, bedding, etc., before he can apply for a job, so that his net profits for a year will likely not be more than \$50.

In a recent government report, the shameful fact was brought out that the working-women of Ohio cities are getting on the average \$4.94 a week, and that their expenses for the bare necessities of life are \$4.82, leaving a balance of 12 cents as net profits. The man who wrote the report had interviewed 7,825 women, in sixteen of the largest cities of Ohio, showing that such wages are not unusual.

There are full-grown men in North Carolina who are working in the cotton mills for 58 cents a day. In the same State there are other full-grown men, — American citizens, who are working in the furniture factories for 66 cents a day. What can the net profits be in these cases?

There are men, — full-grown men with families, who work in some of the car shops of New York State for not more than 18 cents an hour. When they have paid all the necessary expenses of existence, how much can they have left to enjoy life on? Are they getting much more out of life than the people in the poorhouses and penitentiaries?

Few wage-workers save much money. Most of them are like the poor old laborer who, when he was dying, called his family around him and said: "Well, children, I was born without a cent, and I die without a cent. Thank God, I've held my own."

If a workman is badly injured by an accident, if he loses his eyesight or an arm or a hand, then his expenses swallow up all his wages. He is what you might call a bankrupt, because no amount of money can pay him for what he has lost. If he got \$10 a day, it would not reward him for the loss of his eyes or his arm, yet, as a matter of fact, instead of getting more money because of his accident, he is generally discharged and gets little or no money afterwards.

A wage-worker has his labor to sell. There is this great difference between a slave and a wage-worker, — a slave was sold by one master to another, while a wage-worker sells himself to a master.

The trouble is that so many wage-workers have the spirit of slaves. They do not dare to organize and get the highest price possible for their labor. They take what they are offered. They do not figure out profit and loss. They are willing to hand over a dollar's worth of work to an employer for fifty or sixty cents.

The purpose of a trade union, therefore, is to teach wage-workers to have some business ability. It is to show them that there must be two sides to every fair bargain. It is to prevent them from ruining the labor market by underselling one another.

Until lately, every workingman who had any business ability became a capitalist, but today the big trusts have made it so hard to become a capitalist that the workers who have business ability are remaining in the ranks of labor. They are becoming the officers of the trade unions, and this, I believe, is the hope of the labor movement.

At last the labor movement is led by capable, efficient men, not by theorists and well-meaning cranks. Practical propositions are being put forward one by one, and the advance is noticeable all along the line. More has been conceded by capital to labor in the past five years than in the first 75 years of this Republic's career.

No wage-workers in any part of the world give so much energy and vitality and skill and productive ability for the benefit of their employers as the American wage-workers. Consequently, they ought to be paid at a far higher rate than that which prevails anywhere else.

The wear and tear is greater here than anywhere else. A man's working years are fewer than they are in England or Germany or France. It is only reasonable, then, that when a man crowds 40 years' work into 25 years, he should be paid for the whole 40 years.

It is not enough to exist. It is not enough to keep the human machine going. The man who is satisfied with this is not fit to be an American citizen. He is not fit to vote or to raise a family.

When the grocer and the landlord get nine-tenths of the money in the pay envelope, there is need of organization and action. No man should work for his keep as if he were a horse or an ox. No man gets fair wages if his money must be spent for hay, oats, and stabling.

Never forget that wages represent gross receipts, not net profits.

Mr. Casson sums up the necessary expenses or "fixed charges" which must be deducted from his wages or "gross receipts" before his surplus or "net profits" can be ascertained. These fixed charges vary with different families, being influenced by a great variety of circumstances, such as size of family, sickness, or death.

In order to make a proper comparison between the net profits of labor and those of capital it becomes necessary to ascertain the expenses of capital and deduct them from the "gross receipts" in order to find the employer's surplus or "net profits." To do this we shall not indulge in generalities but shall have recourse to the statistical authority used by the writers from whose articles we have made extracts—the United States Census of 1900, supplemented by equally reliable figures drawn from the Massachusetts Statistics of Manufactures for 1903.

This Bureau presented in its report for 1890 an article on "Net Profits," the results being based upon sworn returns from manufacturers made in connection with the Decennial Census of 1885. The grand result showed that, considering all industries, including those losing money, those coming out even, and those making money, the average net profits did not vary materially from the interest rate for the use of money (six per cent), being 4.83 per cent.

In order to ascertain whether different financial conditions existed in 1900 than in 1885, we have prepared comparative showings for Boots and Shoes, Cotton Goods, and All Industries, using the same estimated percentages for expenses as in 1885, there being no way of obtaining actual percentages for 1900. We think, however, that it will be allowed without argument that the expenses of manufacturers were greater in 1900 than in 1885, so that the use of the percentages determined in 1885 will militate against the manufacturers rather than in their favor.

The first presentation, in four sections, is for Boots and Shoes.

Boots and Shoes. [Section 1.]

CAPITAL INVESTED.	Amounts	Percentages
Land,	\$674,179	1.80
Buildings,	2,360,203	6.28
Machinery, tools, and implements,	5,750,238	15.30
Cash and sundries,	28,793,010	76.62
TOTAL,	\$37,577,630	100.00

Boots and Shoes. [Section 2.]

COST OF PRODUCTION.	Amounts	Percentages
Cost of materials used,	\$75,751,964	68.36
Salaries,	2,487,013	2.24
Wages,	27,745,820	25.04
Rent of works,	399,893	0.36
Taxes,	192,577	0.17
Rent of offices, insurance, and all other sundries,	3,252,789	2.94
Contract work,	981,637	0.89
TOTAL,	\$110,811,693	100.00

Boots and Shoes. [Section 3.]

CLASSIFICATION.	Amounts	Percentages
Cost of materials used,	\$75,751,964	64.68
Salaries,	2,487,013	2.12
Wages,	27,745,820	23.69
Rent of works,	399,893	0.34
Taxes,	192,577	0.17
Rent of offices, insurance, and all other sundries,	3,252,789	2.79
Contract work,	981,637	0.84
Excess of selling price above cost of production,	6,808,560	*5.38
TOTAL,	\$117,115,243	100.00

* Equivalent to 16.77 + per cent on amount of capital invested.

Boots and Shoes. [Section 4.]

CLASSIFICATION.	Percentages of Selling Price
Interest (5 per cent on cash capital),	1.23
Depreciation (10 per cent on value of machinery, tools, and implements),	0.49
Allowance for selling expenses and losses by bad debts (5 per cent on selling price),	5.00
Net loss,	*-1.34
TOTAL (percentage of selling price above cost of production, as shown in Section 3),	5.38

* Equivalent to a loss of 4.17 + per cent on amount of capital invested.

Section 1 relates to Capital Invested, the amounts and percentages for details being given.

Section 2 covers the Cost of Production.

Section 3 determines the excess of selling price above cost of production.

Section 4 introduces interest, depreciation, and allowance for selling expenses and losses by bad debts, and brings out, in the bases assumed, the percentage of net profit.

Section 3 shows that the excess of selling price above the cost of production was equivalent to 16.77 + per cent on amount of capital invested. Section 4 brings out the fact forcibly that the industry could not stand the extra expenses therein enumerated without loss, showing that in 1900 the industry was conducted on a much closer margin.

The net loss of 1.34 per cent of selling price means a net loss on each of 58,645 employees in the industry of \$26.76. If we take the percentage in Section 3, or 16.77 + per cent, on capital invested (omitting

the expense items in Section 4) we obtain an annual profit for each employee of \$107.49, the average annual wage being \$473. *But this allows the manufacturer nothing for interest, depreciation, or business losses, but takes everything above the actual cost of production.* If we allow him five per cent on capital invested it represents \$32.04 for each employee which deducted from \$107.49 leaves \$75.45; or, in other words, out of a possible \$548.45 an employee, the employee gets for his labor \$473, or 86.24 per cent, and the employer \$75.45, or 13.76 per cent. These figures, it will be seen, vary widely from the estimates in the two extracts quoted at the opening of this article. It must be borne in mind, of course, that the sum coming to the manufacturer is *for each employee*, but as all wage advances must be made on this basis, the \$75.45 for each operative would indicate possible average yearly earnings for him of but \$548.45, or 15.95 per cent increase if nothing were left to the manufacturer for depreciation on machinery and tools, or allowance for selling expenses or losses by bad debts which would certainly swallow up some of the \$75.45 for each employee.

The second presentation is for Cotton Goods, it being divided into four sections as in the tables for Boots and Shoes preceding.

Cotton Goods. [Section 1.]

CAPITAL INVESTED.	Amounts	Percentages
Land,	\$8,716,748	5.60
Buildings,	30,066,848	19.30
Machinery, tools, and implements,	57,928,100	37.19
Cash and sundries,	59,049,499	37.91
TOTAL,	\$155,761,193	100.00

Cotton Goods. [Section 2.]

COST OF PRODUCTION.	Amounts	Percentages
Cost of materials used,	\$54,068,088	56.52
Salaries,	2,013,902	2.11
Wages,	32,327,443	35.80
Rent of works,	18,714	0.01
Taxes,	1,654,300	1.73
Rent of offices, insurance, and all other sundries,	5,391,813	5.64
Contract work,	183,580	0.19
TOTAL,	\$95,652,740	100.00

Cotton Goods. [Section 3.]

CLASSIFICATION.	Amounts	Percentages
Cost of materials used,	\$54,068,088	48.94
Salaries,	2,013,902	1.82
Wages,	32,327,443	29.26
Rent of works,	18,714	0.01
Taxes,	1,654,300	1.50
Rent of offices, insurance, and all other sundries,	5,391,813	4.88
Contract work,	183,580	0.17
Excess of selling price above cost of production,	14,825,587	*13.42
TOTAL,	\$110,478,327	100.00

* Equivalent to 9.51+ per cent on amount of capital invested.

Cotton Goods. [Section 4.]

CLASSIFICATION.	Percentages of Selling Price
Interest (5 per cent on cash capital),	2.67
Depreciation (10 per cent on value of machinery, tools, and implements),	5.24
Allowance for selling expenses and losses by bad debts (5 per cent on selling price),	5.00
Net profit,	*0.51
TOTAL (percentage of selling price above cost of production, as shown in Section 3),	13.42

* Equivalent to 0.36+ per cent on amount of capital invested.

The number of employees was 92,085 and the 0.36+ per cent net profit shown in Section 4 means a surplus of \$6.12 on the labor of each employee for the year. This, while it means an aggregate surplus of \$563,439 to all the cotton goods manufacturers, would amount to but $11\frac{7}{10}$ cents a week for each operative if divided equally among them.

If, as in the case of Boots and Shoes, we assume that the employee gets all above the actual cost of production, it would allow him \$161, or \$3.10 a week additional, but this would leave the manufacturer absolutely nothing for interest, depreciation, selling expenses, business losses, or profits, and the business would have to be stopped. If the manufacturer were allowed five per cent interest on his capital, labor's possible share would then be \$76.43 additional a year for each employee, or \$1.47 weekly.

The third presentation is for All Industries, representing the entire field of manufacturing industries in the Commonwealth in the year 1900, it being given, as before, in four sections.

All Industries. [Section 1.]

CAPITAL INVESTED.	Amounts	Percentages
Land,	\$57,284,347	6.96
Buildings,	116,410,827	14.14
Machinery, tools, and implements,	201,933,253	24.63
Cash and sundries,	447,636,360	54.37
TOTAL,	\$823,264,287	100.00

All Industries. [Section 2.]

COST OF PRODUCTION.	Amounts	Percentages
Cost of materials used,	\$562,717,955	62.42
Salaries,	31,257,030	3.53
Wages,	228,240,442	25.78
Rent of works,	7,970,695	0.90
Taxes,	6,070,464	0.69
Rent of offices, insurance, and all other sundries,	47,010,908	5.31
Contract work,	12,156,948	1.37
TOTAL,	\$885,425,042	100.00

All Industries. [Section 3.]

CLASSIFICATION.	Amounts	Percentages
Cost of materials used,	\$552,717,955	53.39
Salaries,	31,257,630	3.02
Wages,	228,240,442	22.05
Rent of works,	7,970,695	0.77
Taxes,	6,070,464	0.59
Rent of offices, insurance, and all other sundries,	47,010,908	4.54
Contract work,	12,156,948	1.17
Excess of selling price above cost of production,	140,773,947	*14.47
TOTAL,	\$1,035,198,989	100.00

* Equivalent to 18.19+ per cent on amount of capital invested.

All Industries. [Section 4.]

CLASSIFICATION.	Percentages of Selling Price
Interest (5 per cent on cash capital),	2.16
Depreciation (10 per cent on value of machinery, tools, and implements),	1.95
Allowance for selling expenses and losses by bad debts (5 per cent on selling price),	5.00
Net profit,	*6.36
TOTAL (percentage of selling price above cost of production, as shown in Section 3),	14.47

* Equivalent to 6.73+ per cent on amount of capital invested.

The 6.73+ per cent surplus on capital invested represents \$111.54 for each of the 497,448 employees, or \$2.15 a week. This sum if given to them would allow the manufacturer the cost of production, interest, depreciation, selling expenses, and for business losses, but would leave him nothing in the shape of net profits.

The results just shown for All Industries correspond very closely with those given in the Bureau Report for 1890, based upon the returns from more than 10,000 establishments for the Census year 1885. The net profits were somewhat large in 1900, being 6.73+ per cent on capital invested, while in 1885 the percentage was 4.83.*

Comparative Results in 1903.

To enable us to institute a comparison between the results already presented for 1900, we have selected, at random, from some 5,000 returns made for 1903, and included in the Annual Statistics of Manufactures for that year, *twelve schedules*, taken from the leading industries of the State. The schedules are indicated by numbers in the succeeding tables, and the names of the proprietors, the kinds of goods made, and the locations of the plants are unknown to the writer. He knows there is a boot and shoe factory represented, but he does not know which one of the numbers from 1 to 12 indicates it.

Table I shows for each of the establishments considered the value of stock used, the number of persons employed, the yearly wage fund, capital invested, and value of goods made.

* See page 178, *post*.

Table I.

ESTABLISHMENT NUMBERS.	Stock Used	Persons Employed	Wages Paid	Capital Invested	Value of Goods Made
1,	\$928,772	811	\$450,353	\$454,997	\$1,710,888
2,	3,568,560	2,201	1,514,004	782,626	5,993,068
3,	3,209,957	3,367	1,458,851	4,079,584	5,203,732
4,	1,879,752	2,149	975,184	3,542,555	3,464,019
5,	1,128,500	384	217,019	827,455	1,742,406
6,	827,507	1,668	905,463	914,115	2,832,759
7,	1,052,337	240	132,989	403,552	1,378,971
8,	2,754,503	2,802	1,091,594	4,322,584	5,334,220
9,	851,685	769	277,346	720,924	1,861,865
10,	942,123	405	144,711	758,142	1,311,639
11,	1,280,189	398	190,764	1,008,005	1,772,788
12,	866,099	708	320,208	445,196	1,853,287
TOTALS,	\$19,289,984	15,902	\$7,678,486	\$18,259,735	\$33,979,642

The representative character of these 12 establishments may be seen in the following table :

Table II.

CLASSIFICATION.	All Industries in 1900	12 Schedules in 1903	Percentages represented by the 12 Schedules
Stock used,	\$552,717,955	\$19,289,984	3.49
Persons employed,	497,448	15,902	3.20
Wages paid,	\$228,240,442	\$7,678,486	3.36
Capital invested,	\$323,264,287	\$18,259,735	2.22
Value of goods made,	\$1,035,198,989	\$33,979,642	3.28

These 12 schedules, it is evident, represent slightly less than one-thirtieth of the total value of all goods manufactured in the State in 1900, the actual percentage being 3.28. For stock used it is 3.49, for persons employed 3.20, for wages paid during the year 3.36, and for capital invested 2.22 per cent.

In Table III are given the amounts and percentages for stock used, wages paid, and the excess of the selling price above stock used and wages paid combined.

Table III.

ESTABLISHMENT NUMBERS.	AMOUNTS			PERCENTAGES			
	Stock Used	Wages Paid	Excess of Selling Price over Stock and Wages	Stock Used	Wages Paid	Excess of Selling Price over Stock and Wages	Selling Price
1,	\$928,772	\$450,353	\$331,763	54.29	26.32	19.39	100.00
2,	3,568,560	1,514,004	910,504	59.55	25.28	15.19	100.00
3,	3,209,957	1,458,851	534,924	61.69	28.03	10.28	100.00
4,	1,879,752	975,184	609,083	54.27	28.15	17.58	100.00
5,	1,128,500	217,019	396,887	64.77	12.45	22.78	100.00
6,	827,507	905,463	1,099,789	29.21	31.97	38.82	100.00
7,	1,052,337	132,989	193,645	76.31	9.65	14.04	100.00
8,	2,754,503	1,091,594	1,488,123	51.64	20.46	27.90	100.00
9,	851,685	277,346	752,834	45.26	14.74	40.00	100.00
10,	942,123	144,711	224,805	71.83	11.03	17.14	100.00
11,	1,280,189	190,764	301,835	72.21	10.76	17.03	100.00
12,	866,099	320,208	166,980	64.00	23.66	12.34	100.00
TOTALS,	\$19,289,984	\$7,678,486	\$7,011,172	56.77	22.60	20.63	100.00

Considering the total line we find that stock used represents 56.77 per cent of the selling price, wages paid 22.60 per cent, leaving 20.63 per cent for expenses of all kinds and net profits; in other words, after

the value of stock used is subtracted from the selling price, 43.23 per cent of the selling price remains, of which labor receives more than one-half (22.60 per cent), while the employer has 20.63 per cent from which he must pay salaries, rent of works, taxes, insurance, freight, interest, depreciation, selling expenses, losses by bad debts, and secure his net profit.

Table IV may be called the Manufacturer's Yearly Balance Sheet, for it shows the capital invested, stock used, earnings, and product yearly, for each employee, and the annual return for each dollar of capital invested.

Table IV.

ESTABLISHMENT NUMBERS.	Capital Invested per Employee	Stock Used per Employee	Yearly Earnings per Employee	Yearly Product per Employee	Annual Product for Each Dollar of Capital Invested
1,	\$561.00	\$1,145.00	\$555.00	\$2,110.00	\$3.76
2,	356.00	1,621.00	688.00	2,723.00	7.66
3,	1,212.00	953.00	433.00	1,546.00	1.28
4,	1,648.00	875.00	454.00	1,612.00	0.98
5,	2,155.00	2,939.00	565.00	4,538.00	2.11
6,	548.00	496.00	543.00	1,698.00	3.10
7,	1,681.00	4,385.00	554.00	5,746.00	3.42
8,	1,548.00	983.00	390.00	1,904.00	1.23
9,	937.00	1,108.00	361.00	2,447.00	2.61
10,	1,872.00	2,326.00	357.00	3,239.00	1.73
11,	2,533.00	3,217.00	479.00	4,464.00	1.76
12,	629.00	1,228.00	452.00	1,911.00	3.04
TWELVE ESTABLISHMENTS,	\$1,148.00	\$1,213.00	\$483.00	\$2,137.00	\$1.86

It will be noted that establishments 5, 7, 10, and 11 show a very large yearly product for each employee, but if the value of stock used is considered it will be seen that in each of these cases the value of stock used was unusually large.

We now reach a position to state an industrial axiom. *The employee does not produce by his labor the full selling price of the goods, but only the difference between the value of stock used and the selling price.*

If we apply the axiom to the total line in Table IV we find that the yearly product per employee was not \$2,137, but that sum less \$1,213, the value of stock used per employee, or \$924, being but \$17.77 per week, for producing which he receives a weekly wage of \$9.29 on the average, leaving his employer \$8.48 from which to pay all expenses and secure his profit.

In Table V we apply to each of the 12 establishments the percentage for all expenses (19.20), as determined for All Industries for the year 1885.

Table V.

ESTABLISHMENT NUMBERS.	AMOUNTS (PER EMPLOYEE)				
	Stock Used	Yearly Earnings	Expenses (All Kinds)	Net Profit	Yearly Product per Employee
1,	\$1,145.00	\$555.00	\$405.12	\$4.88	\$2,110.00
2,	1,621.00	688.00	522.82	*108.82	2,723.00
3,	953.00	433.00	296.83	*186.83	1,546.00
4,	875.00	454.00	309.50	*26.50	1,612.00

* Loss.

Table V—Concluded.

ESTABLISHMENT NUMBERS.	AMOUNTS (PER EMPLOYEE)				
	Stock Used	Yearly Earnings	Expenses (All Kinds)	Net Profit	Yearly Product per Employee
5,	\$2,389.00	\$565.00	\$871.30	\$162.70	\$4,588.00
6,	496.00	543.00	326.02	332.98	1,698.00
7,	4,385.00	554.00	1,108.23	*296.23	5,746.00
8,	983.00	390.00	365.57	165.43	1,904.00
9,	1,108.00	361.00	469.82	508.18	2,447.00
10,	2,326.00	357.00	621.89	*65.89	3,239.00
11,	3,217.00	479.00	855.17	*97.17	4,454.00
12,	1,223.00	452.00	366.91	*130.91	1,911.00
Twelve establishments, . . .	\$1,213.00	\$483.00	\$410.30	\$30.70	\$2,137.00

ESTABLISHMENT NUMBERS.	PERCENTAGES (PER EMPLOYEE)				
	Stock Used	Yearly Earnings	Expenses (All Kinds)	Net Profit	Yearly Product per Employee
1,	54.29	26.32	19.20	0.19	100.00
2,	59.55	25.26	19.20	*4.01	100.00
3,	61.69	28.03	19.20	*8.92	100.00
4,	54.27	28.15	19.20	*1.62	100.00
5,	64.77	12.45	19.20	8.58	100.00
6,	29.21	31.97	19.20	19.62	100.00
7,	76.31	9.65	19.20	*5.16	100.00
8,	51.64	20.46	19.20	8.70	100.00
9,	45.26	14.74	19.20	20.80	100.00
10,	71.93	11.03	19.20	*2.06	100.00
11,	72.21	10.76	19.20	*2.17	100.00
12,	64.00	23.66	19.20	*6.96	100.00
Twelve establishments, . . .	56.77	22.60	19.20	1.43	100.00

* Loss.

Although the percentages for expenses as established in the Report for 1890 were based upon more than 10,000 sworn returns from manufacturers and have been considered fair and reasonable, it is evident that marked changes must have taken place as regards the expenses of manufacturing, for only five of the establishments, on the basis used, made a net profit, the other seven showing a loss.

Table V shows, in reality, the manufacturer in account with each employee, the amounts and percentages in the table being on an individual basis, representing one employee in each establishment considered.

Considering the total line, representing the average for the 12 establishments, we obtain the amounts and percentages for Table VI.

Table VI.

CLASSIFICATION.	Amounts	Percentages
Stock used,	\$1,213.00	56.77
Wages paid,	483.00	22.60
Expenses (all kinds),	410.30	19.20
Net profit,	30.70	1.43
TOTAL,	\$2,137.00	100.00

On the above basis of \$30.70 annual profit for each employee the aggregate for 15,902 persons employed would be \$488,191, or 2.67 per cent on the capital invested. Assuming that the expenses ruling in 1885 were

higher than in 1903, if we consider the manufacturer's net profit to be 5.34* per cent instead of 2.67, it would give for each employee a net profit of but \$61.40, and it is from this amount, or \$1.18 a week, on the average, that increased wages for employees in manufacturing industries must necessarily come.

A labor paper in discussing the question "How High Should Wages Go?" says:

If it were not for the idlers and the grafters in every trade, it would be an easy matter to put wages where they belong. But the fact is that both employers and workers are carrying on their backs a great load of idle and dishonest people, who generally get the cream of the profits.

Every man who does actual work, whether with his hands or with his head, should be rewarded. The headworker should get more than the handworker, because he is a rarer breed and harder to get.

But the grafting politician who holds up a railroad by drawing up a fake bill, or by some other kind of a threat, robs both the railroad and the public. The "blue blood" families who draw millions out of the railroad treasuries, and spend the money in luxuries and gambling and all manner of high living, rob both the railroad and the public.

Now, the American plan is that every man shall get, as nearly as possible, just what he is worth. It is as plain as a headlight forty feet away that the workers lose all that the idlers and the grafters get.

Every man who does no work is being supported by somebody, and a man who squanders away \$50,000 in a single night's debauch is being supported by a great many people. Many a cottage has been stripped to fill his palace.

Therefore, you cannot tell how high wages ought to go until the idlers and grafters are legislated out of existence, which will be a long and difficult job. There are some trades in which a little bunch of idlers get more money out of the business than the thousands of workers whose labor keeps everything going.

No one can say that wage-workers are getting all that they deserve as long as the business is being drained by people who are not doing any actual work. Those railroads that are economizing had far better cut off the money they are paying to political grafters and other law-abiding highwaymen, than to take it out of their employees' thin pay envelopes.

Our purpose in writing this article has been to disprove such fallacious statements as were quoted in opening it. We have aimed to be fair to both labor and capital. We wish we could have worked out a larger margin for the manufacturer, for in his surplus over legitimate expenses must be found the expansion of the wage fund. In the Census of 1905 we shall endeavor to secure a new basis, and trust it will show possibilities of increased remuneration for labor after capital has secured an equitable return for its investment and the labor of the "headworkers," who make it productive industrially.

One statement seems incontrovertible. Whether the net profits in the manufacturing industries of the Commonwealth are 2.67 per cent or 5.34 per cent on the capital invested, there seems to be little probability of marked advances in wages, or the amassing of great fortunes under existing conditions, in our manufacturing industries.

* In 1885, 4.83 per cent. See page 399, Bureau Report for 1890.

THE INHERITANCE TAX.

The taxation of collateral, lineal, and succession inheritances in the United States has developed into great importance during the past few years until at the present time we find 29 States and two Territories having laws in operation governing such inheritances.

The United States follow foreign precedence in taxing inheritances, for this means of collecting revenue has been practised in foreign countries for centuries, and is recognized as a legitimate and lucrative source of governmental income. The proportionate amount of tax collected in foreign countries is far in excess, on the whole, of that collected in the United States, inasmuch as the foreign statutes tax lineal as well as collateral heirs. In most cases, the tax rates are graduated according to the amount of the bequest and the degree of relationship of heirs.

The foreign countries having an inheritance tax are: Australasia, Austria, Belgium, British Provinces, Canada (Quebec and Ontario), Denmark, England, France, Germany, Greece, Holland, Italy, Portugal, Russia, Spain, Sweden, and Switzerland.

The inheritance tax in the United States dates back to 1826, Pennsylvania being the first State to enact such a measure. A chronological arrangement of the States and Territories now having the tax, with the year of acceptance of original Act, follows: Pennsylvania, 1826; Maryland and Virginia, 1844 (the Virginian law was repealed in 1884 and re-enacted in 1896); Delaware, 1869; New York, 1885; West Virginia, 1887; Connecticut, 1889; Massachusetts, 1891; California, Hawaii, Maine, Ohio, and Tennessee, 1893; New Jersey, 1894; Illinois, 1895; Iowa and Vermont, 1896; Montana, 1897; Michigan, Missouri, and Wisconsin, 1899; Arkansas, Nebraska, North Carolina, Porto Rico, Utah, and Washington, 1901; Colorado, 1902; and North Dakota, Oregon, and Wyoming in 1903.

Articles 235 and 236 of the State Constitution of Louisiana provide for a direct and collateral inheritance tax for the support of the public schools, but the legislature has not taken measures to levy it and no such tax is collected. Minnesota had an inheritance tax law, but the Supreme Court held same to be unconstitutional. In New Hampshire the legislature of 1878 levied a tax upon legacies and successions; about \$15,000 was collected when the Supreme Court pronounced the Act unconstitutional and the money was refunded; an amendment to the Constitution providing for an inheritance tax was submitted by a Constitutional Convention in December, 1902, and ratified by the people in March, 1903, but there has been as yet no legislative action to carry such provision into

effect. In Rhode Island, a bill for a graduated inheritance tax is before the Senate.

There is no permanent national inheritance tax in this country, but what was known as the War Revenue Act, passed by Congress at the time of the Civil War and again at the outbreak of the Spanish-American War, provided for the imposition of an inheritance tax to enlarge the revenue.

The War Revenue Act of June 13, 1898, levied a tax upon legacies and distributive shares of personal property, when the whole amount of personal property exceeded \$10,000 in value; such property in excess of \$10,000 up to \$25,000 was taxed from three-quarters of one per cent to five per cent according to degree of consanguinity; on bequests exceeding \$25,000, the rates were multiplied according to amount of property left; the only exemptions under the national law were bequests to husband or wife. The revenue derived from the inheritance tax in 1899 was \$1,235,435; in 1900, \$2,884,492; in 1901, \$5,211,899; and in 1902, \$4,842,967.

This Act did not prove to be nearly the revenue getter that its advocates anticipated. Again a great deal of litigation arose, the fact that certain bequests were subject to tax under the national inheritance tax law, under the laws of the State where decedent died, and, in many cases, under the laws of other States, complicating matters. The law was abolished by act of Congress approved April 12, 1902.

Lack of space precludes us from giving an exhaustive account of the inheritance tax in this country. The laws of the different States are long, and the court decisions on the constitutionality and unconstitutionality of the entire Act, or special sections of the law, are many and varied, so that it would be impossible to reproduce them here in full. However, we print *in extenso* the inheritance tax laws of Massachusetts (a collateral tax) and Pennsylvania (a direct and collateral tax). The most important general sections of the New York law are quoted in their entirety.

To give as adequate an idea as possible of the workings of the law we have made a digest of certain sections of the law in each State, showing property taxable, whether tax is direct or collateral, the rate of tax, exemptions, interest, etc. Also there are given for each State and Territory the date of acceptance of Act, the amount of tax collected for the year 1903, interest thereon, number of decedents, and a brief statement of the workings of the law. The presentation follows, the States and Territories being in alphabetical arrangement:

Arkansas.

The Collateral Inheritance Tax law of Arkansas was approved May 23, 1901 (chap. 156), and sections one and two of same were amended by chap. 89, Acts of 1903. The important provisions of the law, amended, follow:

All property within the jurisdiction of this State, and any interest therein, whether belonging to inhabitants of this State or not, tangible or intangible, which shall pass by will or by the intestate laws of this State, or by deed, grant, sale or gift, made or intended to take effect in possession after the death of the grantor to any person or corporation, in trust or otherwise, other than to or for the use of grandmother, grandfather, father, mother, husband, wife, lineal descendant, brother, sister, or any child thereof, an adopted child, or any heir of an adopted child of a decedent, shall be liable to a tax of five per cent of its value for the use of the State. All executors, administrators and other trustees shall be liable for all such taxes with interest until the same have been paid. When any person bequeaths property to or for the use of any of the above named persons (grandmother, grandfather, etc.) during life or for a term of years and the remainder to some relative other than mentioned herein, or to a stranger to the blood, the value of the prior estate shall within sixty days after death of the testator be appraised and deducted from the appraised value of such property, and the tax on the remainder shall be payable one year from the death of said testator, and together with any interest that may accrue on same be and remain a lien on said property until paid to the State. All taxes are payable to the treasurer of the State within one year. If same are not so paid, interest shall be charged and collected until paid at the rate of nine per cent.

The amount of the tax collected for the fiscal year 1903 was \$2,735, being from three decedents; there was no interest thereon. The law is said to operate very satisfactorily.

California.

The Collateral Inheritance Tax law of California was passed March 23, 1893, and is modeled after that of New York State. Amendments were made in 1895, 1897, 1899, and 1903. The law, in part, follows:

All property within the jurisdiction of the State, whether belonging to resident or not, passing to any person or persons, or to any body politic or corporate, in trust or otherwise, or by reason whereof any person or body politic or corporate shall become beneficially entitled, in possession or expectancy, to any property, or to the income thereof, other than to or for the use of his or her father, mother, husband, wife, lawful issue, the wife or widow of a son, or the husband of a daughter, or any child or children adopted under the laws of California, or to any person to whom the deceased, for not less than 10 years prior to death stood in the mutually acknowledged relation of a parent, or to any lineal descendant of such decedent born in lawful wedlock, or any lineal ancestor, or the societies, corporations, and institutions now or hereafter exempted by law from taxation, or to any public corporation, or to any society, corporation, institution, or association of persons engaged in or devoted to any charitable, benevolent, educational, public, or other like work (pecuniary profit not being its object or purpose), or to any person, society, corporation, institution, or association of persons in trust for or to be devoted to any charitable, benevolent, educational, or public purpose, by reason whereof any such person or corporation shall become beneficially entitled in possession or expectancy, to any such property, or to the income thereof, shall be and is subject to a tax of five dollars on every hundred dollars of the market value of such property, and at a proportionate rate for any less amount, to be paid to the treasurer of the proper county for the use of the State; *provided*, that an estate which may be valued at a less sum than \$500 shall not be subject to such duty or tax.

When any succession upon which a tax is imposed shall be for a term of years, or for life, or determinable upon any future or contingent event, or shall be a remainder, reversion, or other expectancy, real or personal, the entire property shall be appraised and the market value thereof determined, and the tax shall be due and payable to the treasurer of the proper county, together with the interest thereon. If the parties chargeable with said tax may elect not to pay same until they come within full and actual possession, they shall execute a bond in a penalty of twice the amount of the tax arising upon personal estate. A full and verified return of such property must be paid by such parties, and filed in the office of the county clerk within one year from death of decedent, and within that period enter into such security, and renew the same every five years.

All taxes imposed are payable at death of decedent, and if paid within 18 months no interest shall be charged; if not paid within that time, interest at the rate of 10 per cent shall be charged from the time said tax accrued, except where the delay is unavoidable where only seven per cent interest shall be charged until cause of such delay is removed. If said tax is paid within six months from the accruing thereof, a discount of five per cent shall be deducted. Taxes are payable into the State Treasury for the uses of the State School Fund.

The amount collected from the collateral inheritance tax for the year ending June 30, 1903, was \$290,447, including interest.

Colorado.

The present Inheritance Tax law of Colorado went into operation March 22, 1902. It will be seen from a digest of the law, which follows, that the tax includes lineal as well as collateral beneficiaries, and that the assessments are graduated according to degree of relationship and amount of money bequeathed. The law taxes :

All property, real, personal, and mixed, of any person dying while a resident of Colorado, or if decedent was not a resident of the State at the time of his death, such property or any part thereof, or any interest therein or income therefrom, which shall be within this State shall also be subject to tax. The rate of tax shall be two dollars on every hundred dollars of the clear market value of property received by each of the following persons, provided that the sum of \$10,000 of any such estate shall not be subject to tax, and that only the amount in excess of \$10,000 shall be taxed: Father, mother, husband, wife, child, brother, sister, wife or widow of the son or the husband of the daughter, or any child or children adopted as such in conformity with the laws of the State of Colorado, or any person to whom the deceased, for not less than 10 years prior to death, stood in the acknowledged relation of a parent, or any lineal descendant born in lawful wedlock. The rate of tax shall be three dollars on every one hundred dollars of the clear market value of property received by each of the following persons: Uncle, aunt, niece, nephew or any lineal descendant of the same. In all other cases the rate shall be as follows: On each and every hundred dollars of the clear market value of all property and at the same rate for any less amount; on all estates of \$10,000 and less, \$3; on all estates of over \$10,000 and not exceeding \$20,000, the rate of \$4; on all estates over \$20,000 and not exceeding \$50,000, the rate of \$5; and on all estates over \$50,000, the rate of \$6; provided, that an estate valued at less than \$500 shall not be subject to tax.

When property is bequeathed to mother, father, husband, wife, brother, sister, the widow of the son, husband of the daughter, or a lineal descendant during life or for a term of years and remainder to the collateral heir of the decedent at their decease, said life estates or estates for a term of years are not taxed; the property shall be appraised, the value of life estates or estates for a term of years deducted, and the remainder shall be subject to tax together with interest thereon until paid. If beneficiaries chargeable with said tax elect not to pay same until they come into full possession, they shall give a bond, make full return of such remainder within one year from death of decedent, and renew securities each five years.

Interest at the rate of six per cent shall be charged on all taxes remaining unpaid six months after death of decedent; taxes paid within six months from accruing shall have five per cent discount deducted from said tax.

The approximate amount collected to date is about \$4,000, and the number of decedents is 14. This small amount of tax does not adequately show the means of the inheritance tax in Colorado as a revenue getter, owing to the fact that the validity of the law is now being contested in the courts and that a large sum of money, due the State on account of the inheritance tax, is being withheld.

Connecticut.

The Collateral Inheritance Tax law of Connecticut was passed in 1889 and repealed in 1897, when an act providing for a succession tax was enacted (chap. 201).

This law, three times amended, is now in force; the first two amendments affected the law only locally, while the third, passed May 6, 1903, was a retaliatory amendment. The law provides that :

So much of the estate of any deceased person as exceeds \$10,000 shall be subject to tax. In all such estates any property within the jurisdiction of the State, whether tangible or intangible, whether belonging to residents or non-residents, passing to parent or parents, husband, wife, or lineal descendants or legally adopted child of the deceased person, shall be liable to a tax of one-half of one per cent of its value for the use of the State; such property, or interest therein, passing to collateral kindred, or to strangers to the blood, or to any corporation, voluntary association, or society, shall be liable to a tax of three per cent of its value. All executors and administrators shall be liable for all such taxes with interest thereon at the rate of nine per cent until paid.

Where a life estate or an annuity is bequeathed to a parent or parents, husband, wife, or lineal descendants, and remainder over to collateral kindred, or to strangers to the blood, or to a corporation, voluntary association or society, the tax of one-half of one per cent shall be paid out of the principal sum or estate so bequeathed or devised for life, or constituting the fund producing said annuity, and the remaining two and one-half per cent due from collateral kindred or strangers to the blood shall be paid out of the said principal sum at the expiration of the particular estate or annuity. Where a life estate or annuity is bequeathed to collateral kindred or strangers to the blood, or to a corporation, voluntary association, or society, with remainder to parent, or parents, husband, wife, or lineal descendants, or legally adopted child, a tax of three per cent shall be paid out of the principal sum or fund producing said annuity; on the termination of said life estate or annuity the treasurer of the state shall refund and pay to the person or persons entitled to the remainder five-sixths of said tax.

The succession tax brought a revenue to the State in 1903 of \$249,-730, collected from about 500 estates. The amount of tax collected under the collateral inheritance tax law of 1889, for the last year it was in operation (1897), was \$77,492. This shows the great difference in the old and new law as a source of revenue to the State. The greatest tax collected in any one year from inheritance amounted to \$335,735 for the year 1902.

Delaware.

The Collateral Inheritance Tax law of Delaware was enacted April 8, 1869, and levies a tax only where the beneficiary is a stranger in blood to the testator, and exempts all estates the value of which shall not exceed \$500. The rate of tax is five per cent. The tax provides but little revenue to the State, the amount collected for the year 1903 being \$1,618, nearly all of which came from the city of Wilmington. The tax is collected by the Register of Wills of the proper county and turned into the State Treasury four times a year.

Hawaii.

An Act relating to duties on legacies, bequests, and inheritances in Hawaii was approved January 12, 1893, under chap. 106. Act 21, session of 1896, amended section one of said Act. Act 31, chap. 30, session of 1903, specifies that the tax shall be paid to the Treasurer of the Territory for the use of the Territory. The Inheritance Act, in part, follows:

All property, within the jurisdiction of Hawaii, passing by will or by the intestate laws of the Territory from any decedent, whether resident or non-resident, to any person or persons other than to or for the use of father, mother, husband, wife, child, adopted child (according to the laws of Hawaii), or grandchild, or incorporated or private schools now exempted by law from taxation, shall be subject to a tax of \$5 on every \$100; *provided*, that an estate valued at a less sum than \$500 shall not be subject to such tax.

Illinois.

The act taxing gifts, legacies, and inheritances in Illinois was passed in 1895 and amended in 1901. In the original law none were exempt from the tax, but one of the amendments of 1901 exempted gifts to hospitals and religious, educational, and charitable institutions.

The inheritance tax provides for graduated assessments from one to six per cent, levied according to the degree of kinship and the amount of money bequeathed. The law in part relating to the rate of tax, exemptions, life estates, and interest follows :

All property, real, personal, and mixed, within the jurisdiction of the State, whether decedent was a resident or not at the time of his death, shall be subject to tax. When the interests pass to father, mother, husband, wife, child, brother, sister, wife or widow of the son or the husband of the daughter, or any child or children adopted as such in conformity with the laws of the State of Illinois, or to any person to whom the deceased for not less than 10 years prior to death stood in the acknowledged relation of a parent, or to any lineal descendant born in lawful wedlock, the tax shall be \$1 on every \$100 of the clear market value of such property received by each person; provided, that any estate valued at less than \$20,000 shall not be subject to tax, each person to be taxed only upon property received in excess of \$20,000. When the interests pass to uncle, aunt, niece, nephew or any lineal descendant of the same, the tax shall be \$2 on every \$100 received by each person in excess of \$2,000 so received by each person. The rates for all other cases follow: On each and every \$100 and at the same rate for any less amount; on all estates of \$10,000 and less, \$3; on all estates of over \$10,000 and not exceeding \$20,000, \$4; estates over \$20,000 and not exceeding \$50,000, \$5; estates over \$50,000, \$6; provided; that no estate which may be valued at a sum less than \$500 shall be subject to tax.

When interests pass to or for the use of any hospital, religious, educational, bible, missionary, tract, scientific, benevolent or charitable purpose, or to any trustee, bishop, or minister of any church or religious denomination, held and used exclusively for the religious, educational, or charitable uses and purposes of such church or religious denominations, the same shall not be subject to any tax: but this provision shall not apply to any corporation having the right to make dividends or distribute profits among its members.

When the estate is left for life or for a term of years to a lineal descendant, the remainder to revert to a collateral heir of the decedent, no tax shall be levied; the property so passing shall be appraised and after deducting the value of said life estate or term of years, the tax on the remainder shall be immediately due, together with the interest thereon. If the beneficiary does not elect to pay the tax until he or she shall come into actual possession of same, he will give a bond to the State in the penalty of three times the amount of the tax arising upon such estate and the interest thereon. A full verified return shall be made within one year from the death of the decedent and renewed every five years.

If taxes are paid within six months from the death of the decedent no interest shall be charged, but a discount of five per cent shall be deducted from said tax, otherwise interest at the rate of six per cent shall be charged on all taxes until paid.

The total inheritance tax collected for the fiscal year 1903 amounted to \$519,320. Of this amount nearly \$500,000 was collateral inheritance. The approximate number of decedents was 220.

Iowa.

The law taxing collateral inheritances in Iowa went into effect July 4, 1896, and was re-enacted as Chap. 4, Title VII, Code of 1897. Amending acts went into effect in 1898 and 1900. Chapter 55, Acts of 1903, pertains to collateral inheritances fixing the compensation of appraisers of property. Chapter 63, Acts of 1903, relates to refunding surplus collateral inheritances. The tax collected from this source for the fiscal

year 1903 was approximately \$138,000, including interest. The approximate number of decedents was 460. A digest of the law in part follows :

All property within the jurisdiction of the State, whether belonging to inhabitants or not, and whether tangible or intangible, passing to any person in trust or otherwise, other than to or for the use of the father, mother, husband, wife, lineal descendant, adopted child, the lineal descendant of an adopted child, or to or for charitable, educational or religious societies or institutions within the State, shall be subject to a tax of five per cent of its value above the sum of \$1,000 after payment of all debts for the use of the State. The tax shall be and remain a lien on such estate until paid.

Taxes shall be payable to the treasurer within 15 months from the death of decedent, or within 15 months from assuming of the trust by such trustee unless a longer period is fixed. All taxes not paid within the time prescribed shall draw interest at the rate of eight per cent a year.

Maine.

The inheritance tax of Maine is purely collateral in its nature, the law exempting all beneficiaries except strangers to the blood ; all educational, charitable, religious, and benevolent institutions in the State are exempt. The law was enacted in 1893, and amended in 1895, 1901, and 1903. That part of the law relating to those subject to the tax, remainder of any property bequeathed to a collateral heir, interest, etc., is condensed as follows :

All property within the jurisdiction of the State, and any interest therein, whether belonging to residents or non-residents, and whether tangible or intangible, which shall pass to any person other than to or for the use of the father, mother, husband, wife, lineal descendant, adopted child, the lineal descendant of any adopted child, the wife or widow of a son or the husband of a daughter of a decedent, or any educational, charitable, religious, or benevolent institution in the State, shall be liable to a tax of four per cent of its value above the sum of \$500 for the use of the State.

When property is bequeathed to or for the use of the father, mother, husband, wife, lineal descendant, an adopted child, the lineal descendant of any adopted child, the wife or widow of a son or the husband of a daughter, during life or for a term of years, and the remainder to a collateral heir other than an educational, charitable, or benevolent institution, the value of the prior estate shall within three months be appraised and deducted, together with the sum of \$500 from the appraised value of such property ; said tax on the remainder shall be payable one year from the death of said testator, together with any interest that may accrue on same.

All taxes remaining unpaid at the end of 30 days from the date determining the amount thereof shall be paid on interest at the rate of nine per cent.

The amount of the collateral inheritance paid in 1903 was \$31,227, the number of decedents being 149.

It has been recommended that the Maine law should be made more stringent inasmuch as it is sometimes difficult to secure disclosures by executors of the amount of property which is taxable.

Maryland.

The Collateral Inheritance Tax law of Maryland was enacted in 1844 and amended in 1864, 1874, 1880, 1892, and 1894. Under the law :

Taxes are levied upon all bequests in excess of \$500 except those to or for the use of the father, mother, husband, wife, children and lineal descendants of decedent. The amount of the tax is two and one-half per cent on each one hundred dollars. Taxes are payable to the Register of Wills of the proper county within 13 months from appointment of administrator. If not paid within that time, the Orphans' Court shall order administrator to sell for cash so much of

real estate as may be necessary to pay tax, all expenses of sale, including the commissions of administrator. In cases of a life estate or interest for a term of years, or a contingent interest given to one party and the reversionary interest to another, the Orphans' Court shall determine the proportion of tax payable by each party; taxes are due within 30 days from determination of Court.

The amount of collateral inheritance tax collected in 1903 was \$89,487, three-fourths of which, *i.e.*, \$67,115, was paid into the State Treasury; there was no interest calculated on this amount.

Massachusetts.

The Collateral Legacy and Succession Tax law of Massachusetts was enacted in 1891, chap. 425. The law was incorporated under the Revised Laws of 1902 as chap. 15. The original law was amended in 1892, 1895, 1896, 1900, 1901, and 1903. In addition thereto, laws were passed relating to the subject in 1903 and 1904.

The proposition relating to a direct inheritance tax in the Commonwealth has been agitated for some time, it being claimed that the present law with its many exemptions is not a source of much revenue to the State. During the session of 1904 a bill was introduced in the House imposing a tax on direct inheritances, legacies, successions, and transfers of property. The only exemptions provided for in the draft were bequests to charitable, educational, or religious societies or institutions, or to cities or towns for public purposes; lineal heirs were to be taxed two per cent on all allowances above \$5,000 of personal estate and \$15,000 of real estate. This bill was rejected in the Senate.

The amount of tax collected for the year ending December 31, 1903, was \$506,147, the amount of interest thereon aggregating \$12,479. The collections were made from the estates of approximately 650 decedents, 75 of whom were non-residents.

We present below, from the Report of the Treasurer and Receiver-General for 1903, a table showing the amount of tax and interest from the time the law became operative to 1903, inclusive.

YEARS.	Tax	Interest	YEARS.	Tax	Interest
1892,	\$18,855	-	1899,	\$478,759	\$6,104
1893,	59,419	-	1900,	397,940	6,460
1894,	239,369	\$7,761	1901,	506,098	8,044
1895,	419,177	11,679	1902,	427,753	5,957
1896,	275,573	3,344	1903,	506,147	12,479
1897,	501,360	6,792			
1898,	563,672	8,425	TOTALS,	\$4,889,117	\$77,043

In order to show the entire workings and conditions of the law in our own State we give the laws on the subject *in extenso*.

Revised Laws, 1902, Chap. 15, Amended by Chap. 248, Acts of 1903. Of the Taxation of Collateral Legacies and Successions.

§ 1. All property within the jurisdiction the commonwealth, corporeal or incorporeal, and any interest therein, whether belonging to inhabitants of the commonwealth or not, which shall pass by will, or by the laws regulating intestate succession, or by deed, grant, sale or gift,

made or intended to take effect in possession or enjoyment after the death of the grantor, to any person, absolutely or in trust, except to or for the use of the father, mother, husband, wife, lineal descendant, brother, sister, adopted child, the lineal descendant of any adopted child, the wife or widow of a son, or the husband of a daughter, of a decedent, or to or for the use of charitable, educational or religious societies or institutions, the property of which is by law exempt from taxation, or to a city or town for public purposes, shall be subject to a tax of five per cent of its value, for the use of the commonwealth; and administrators, executors and trustees, and any such grantees under a conveyance made during the grantor's life, shall be liable for such taxes with interest, until the same have been paid; but no bequest, devise or distributive share of an estate, unless its value exceeds five hundred dollars, shall be subject to the provisions of this chapter.

§ 2. If a person bequeaths or devises property to or for the use of a father, mother, husband, wife, lineal descendant, brother, sister, an adopted child, the lineal descendant of an adopted child, the wife or widow of a son, or the husband of a daughter, for life or for a term of years, with the remainder to a collateral heir or to a stranger to the blood, the value of such particular estate shall, within three months after the appointment of the executor, administrator or trustee, be appraised in the manner provided in section sixteen and deducted from the appraised value of such property, and the remainder shall be subject to a tax of five per cent of its value.

§ 3. If a testator gives, bequeaths or devises to his executors or trustees any property otherwise liable to said tax, in lieu of their compensation, the value thereof in excess of reasonable compensation, as determined by the probate court upon application of any interested party or the treasurer and receiver general, shall nevertheless be subject to the provisions of this chapter.

§ 4. Taxes imposed by the provisions of this chapter shall be payable to the treasurer and receiver general by the executors, administrators or trustees, at the expiration of two years after the date of their giving bond; but if legacies or distributive shares are paid within the two years, the taxes thereon shall be payable at the same time. If the probate court acting under the provisions of section thirteen of chapter one hundred and forty-one has ordered the executor or administrator to retain funds to satisfy a claim of a creditor, the payment of the tax may be suspended by the court to await the disposition of such claim. If the taxes are not paid when due, interest shall be charged and collected from the time the same became payable; and said taxes and interest shall be and remain a lien on the property subject to the taxes until the same are paid.

§ 5. An executor, administrator or trustee holding property subject to said tax shall deduct the tax therefrom or collect it from the legatee or person entitled to said property, and he shall not deliver property or a specific legacy subject to said tax until he has collected the tax thereon. An executor or administrator shall collect taxes due upon land which is subject to tax under the provisions hereof from the heirs or devisees entitled thereto, and he may be authorized to sell said land according to the provisions of section eight if they refuse or neglect to pay said tax.

§ 6. If a legacy subject to said tax is charged upon or payable out of real estate, the heir or devisee, before paying it, shall deduct said tax therefrom and pay it to the executor, administrator or trustee, and the tax shall remain a charge upon said real estate until it is paid. Payment thereof may be enforced by the executor, administrator or trustee in the same manner as the payment of the legacy itself could be enforced.

§ 7. If a pecuniary legacy is given to any person for a limited period, the executor, administrator or trustee shall retain the tax on the whole amount; but if it is not in money, he shall apply to the probate court having jurisdiction of his accounts to make an apportionment, if the case requires it, of the sum to be paid into his hands by such legatee on account of said tax, and for such further orders as the case may require.

§ 8. The probate court may authorize executors, administrators and trustees to sell the real estate of a decedent for the payment of said tax in the same manner as it may authorize them to sell real estate for the payment of debts.

§ 9. An inventory of every estate, any part of which may be subject to a tax under the provisions of this chapter, shall be filed by the executor, administrator or trustee within three months after his appointment. If he neglects or refuses to file such inventory, he shall be liable to a penalty of not more than one thousand dollars, which shall be recovered by the treasurer and receiver general; and the register of probate shall notify the treasurer and receiver general of any such neglect or refusal within thirty days after the expiration of the said three months.

§ 10. A copy of the inventory and appraisal of every estate, any part of which is subject to a tax under the provisions of this chapter or, if the estate can be conveniently separated, a copy of the inventory and appraisal of such part, shall within thirty days after it has been filed be sent by the register of probate, by mail, to the treasurer and receiver general without charge therefor. A refusal or neglect by the register of probate so to send a copy of such inventory and appraisal shall be a breach of his official bond.

§ 11. If real estate of a decedent so passes to another person as to become subject to said tax, his executor, administrator or trustee shall inform the treasurer and receiver general thereof within six months after his appointment, or if the fact is not known to him within that time, then within one month after the fact becomes known to him.

§ 12. If a foreign executor, administrator or trustee assigns or transfers any stock or obligation in any national bank located in this commonwealth or in any corporation organized under the laws of this commonwealth, owned by a deceased non-resident at the date of his death and liable to a tax under the provisions of this chapter, the tax shall be paid to the treasurer and receiver general at the time of such assignment or transfer, and if it is not paid when due such executor, administrator or trustee shall be personally liable therefor until it is paid. A bank located in this commonwealth or a corporation organized under the laws of this commonwealth which shall record a transfer of any share of its stock or of its obligations made by a foreign executor, administrator or trustee, or issue a new certificate for a share of its stock or of the transfer of an obligation at the instance of a foreign executor, administrator or trustee, before all taxes imposed thereon by the provisions of this chapter have been paid, shall be liable for such tax in an action of contract brought by the treasurer and receiver general.

§ 13. Securities or assets belonging to the estate of a deceased non-resident shall not be delivered or transferred to a foreign executor, administrator or legal representative of said decedent, unless such executor, administrator or legal representative has been licensed to receive such securities or assets under the provisions of section three of chapter one hundred and forty-eight, without serving notice upon the treasurer and receiver general of the time and place of such intended delivery or transfer seven days at least before the time of such delivery or transfer. The treasurer and receiver general, either personally or by representative, may examine such securities or assets at the time of such delivery or transfer. Failure to serve such notice or to allow such examination shall render the person or corporation making the delivery or transfer liable in an action of contract brought by the treasurer and receiver general to the payment of the tax due upon said securities or assets.

§ 14. The treasurer and receiver general shall be made a party to all petitions by foreign executors, administrators or trustees brought under the provisions of section three of chapter one hundred and forty-eight, and no decree shall be made upon any such petition unless it appears that notice of such petition has been served on the treasurer and receiver general fourteen days at least before the return day of such petition.

§ 15. If a person who has paid such tax afterward refunds a portion of the property on which it was paid or if it is judicially determined that the whole or any part of such tax ought not to have been paid, said tax, or the due proportion thereof, shall be repaid to him by the executor, administrator or trustee.

§ 16. Said tax shall be assessed upon the actual value of said property as found by the probate court. Upon the application of the treasurer and receiver general or of any party interested in the succession, the probate court shall appoint three disinterested appraisers who, first being sworn, shall appraise such property at its actual market value and shall make return thereof to said court. Such return, when accepted by said court, shall be final. The fees of said appraisers, as determined by the judge of said court, shall be paid by the treasurer and receiver general. The value of an annuity or life estate shall be determined by the "actuaries' combined experience tables," at four per cent compound interest.

§ 17.* The probate court having jurisdiction of the settlement of the estate of the decedent shall, subject to appeal as in other cases, hear and determine all questions relative to said tax affecting any devise, legacy or inheritance, and the treasurer and receiver general shall represent the commonwealth in any such proceedings. The probate court shall also have jurisdiction in like proceedings to discharge the lien created by this act or any amendment thereof on any real estate or separate parcel thereof, and shall make such order or decree as will otherwise secure to the commonwealth the payment of any tax due or to become due on such real estate or separate parcel thereof.

§ 18. If, upon the decease of a person leaving an estate liable to a tax under the provisions of this chapter, a will disposing of such estate is not offered for probate, or an application for administration made within four months after such decease, the proper probate court, upon application by the treasurer and receiver general, shall appoint an administrator.

§ 19. No final account of an executor, administrator or trustee shall be allowed by the probate court unless such account shows, and the judge of said court finds, that all taxes imposed by the provisions of this chapter upon any property or interest therein belonging to the estate to be settled by said account have been paid; and the receipt of the treasurer and receiver general for such tax shall be the proper voucher for such payment.

§ 20. The treasurer and receiver general shall commence an action for the recovery of any of said taxes within six months after the same become payable; and also whenever the judge

of a probate court certifies to him that the final account of an executor, administrator or trustee has been filed in such court and that the settlement of the estate is delayed because of the non-payment of said tax. The probate court shall so certify upon the application of any heir, legatee, or other person interested therein, and may extend the time of payment of said tax whenever the circumstances of the case require.

Chap. 251, Acts of 1903.

AN ACT TO AUTHORIZE THE TREASURER AND RECEIVER GENERAL TO EFFECT SETTLEMENT OF THE TAX ON COLLATERAL LEGACIES AND SUCCESSIONS IN CERTAIN CASES.

Be it enacted, etc., as follows :

§ 1. In every case where there shall be a devise, descent or bequest to collateral heirs or strangers liable to the collateral legacy tax, conditioned upon the happening of a contingency or dependent upon the exercise of a discretion, the treasurer and receiver general may, with the approval of the attorney-general, effect such settlement of the tax as he shall deem to be for the best interests of the Commonwealth, and payment of the sum so agreed upon shall be a full satisfaction of such tax.

§ 2. This act shall take effect upon its passage. [*Approved April 17, 1903.*]

Chap. 276, Acts of 1903.

AN ACT RELATIVE TO TAXES UPON COLLATERAL LEGACIES AND SUCCESSIONS.

Be it enacted, etc., as follows :

§ 1. In all cases where there has been or shall be a devise, descent or bequest to collateral relatives or strangers to the blood, liable to collateral inheritance tax, to take effect in possession or come into actual enjoyment after the expiration of one or more life estates or a term of years, the tax on such property shall not be payable nor interest begin to run thereon until the person or persons entitled thereto shall come into actual possession of such property, and the tax thereon shall be assessed upon the value of the property at the time when the right of possession accrues to the person entitled thereto as aforesaid, and such person or persons shall pay the tax upon coming into possession of such property. Upon the filing of the bond hereinafter required the executor or administrator of the decedent's estate may settle his account in the probate court without being liable for said tax: *provided*, that such person or persons may pay the tax at any time prior to their coming into possession, and in such cases the tax shall be assessed on the value of the estate at the time of the payment of the tax, after deducting the value of the life estate or estates for years; and *provided, further*, that the tax on real estate shall remain a lien on the real estate on which the same is chargeable until it is paid. Any person or persons beneficially interested in remainder or reversion in any personal property liable to a tax upon which such tax is postponed by the provisions of this section shall, within one year after the date of the death of the decedent, give bond to a judge of the probate court having jurisdiction of the estate of such decedent, in such amount and with such sureties as said court may approve, conditioned upon the payment of such tax at the time or period when such person or persons shall come into possession or actual enjoyment of the same. If any such person or persons shall fail to file such bond within the period required the tax shall be due and payable under the provisions of section four of chapter fifteen of the Revised Laws.

§ 2. This act shall take effect upon its passage, but shall not apply to the estate of any person who died before the passage thereof. (*As amended; original law passed June 12, 1902, chap. 473.*) [*Approved April 29, 1903.*]

Chap. 421, Acts of 1904.

AN ACT TO AUTHORIZE THE TREASURER AND RECEIVER GENERAL TO EFFECT SETTLEMENTS OF TAXES ON COLLATERAL LEGACIES OR SUCCESSIONS IN CERTAIN CASES.

Be it enacted, etc., as follows :

§ 1. In all cases where there has been or shall be a bequest or devise of property to or for the use of a father, mother, husband, wife, lineal descendant, brother, sister, an adopted child, a lineal descendant of an adopted child, the wife or widow of a son, or the husband of a daughter, for life or for a term of years, which gives to such tenant for life or term of years the power of appointing by deed or will or both the further disposition of such property or any part thereof, the treasurer and receiver general may, with the approval of the attorney-general, effect such settlement of the tax on the interest of any unascertained appointees under such power and of any unascertained person who may take in default of appointment under such power, as he shall deem to be for the best interests of the Commonwealth; and payment of the sum so agreed upon shall be a full satisfaction of such tax.

§ 2. This act shall take effect upon its passage. [*Approved June 3, 1904.*]

Michigan.

In 1899 the legislature of Michigan passed an inheritance tax law which was amended in 1903, the amendments covering all but one section of the act. The law, as a whole, has been sustained by the Supreme Court, but one or two minor provisions being declared unconstitutional. The amount of tax collected for the fiscal year ending June 30, 1903, was \$164,572, the interest thereon being \$10,002. The number of decedents where the transfers in connection with their estates were taxable was 272. The law provides :

A tax of five per cent shall be imposed upon the transfer of any property, real or personal, of the value of \$100 or over to persons or corporations not exempt by law from taxation, except where the bequest passes to father, mother, husband, wife, child, brother, sister, wife or widow of a son, or the husband of a daughter, or to or for the use of any child or children adopted as such in conformity with laws of Michigan, or any person to whom decedent stood for not less than 10 years prior to such transfer in the mutually acknowledged relation of parent, or to any lineal descendant of such decedent.

In the aforesaid cases transfer of property shall not be taxable unless it is personal property of the clear market value of \$2,000 or over, in which case the entire transfer shall be taxed at the rate of one per cent upon the clear market value thereof. Every such tax shall be and remain a lien upon the property transferred until paid. If tax is paid within 12 months from the accruing thereof, a discount of five per cent shall be deducted; if such tax is not paid within 18 months interest shall be charged at the rate of eight per cent from the time the tax accrued. All taxes levied under this act shall be paid into the State treasury and be applied in paying the interest upon the primary school, university and other educational funds, and the interest and principal of the State debt until the extinguishment of the State debt other than the amounts due to educational funds, when such taxes shall be added to and constitute a part of the primary school interest fund, in pursuance of and in compliance with Sec. 1 of Art. 14 of the Constitution of this State.

Missouri.

The law taxing collateral inheritances in Missouri went into effect August 20, 1899. Amendments were made thereto in 1901 and 1903, the latter amendment relating to fees of the county collector for collection of inheritance tax. The digest of the law follows :

All property, real or personal, within the jurisdiction of the State, belonging to resident or non-resident, which passed by inheritance to any party except father, mother, husband, wife, natural or legally adopted child, or direct lineal descendant of the decedent, unless given to some educational, charitable, or religious purpose exclusively, is subject to a five per cent tax. Where a party dies without a will and leaves no children, grandchildren, father, mother, or legally adopted child surviving him, and the heirs under the statute are his collateral relatives, such as brothers, sisters, nephews, nieces, etc., then the property becomes taxable. Property descending to parents and brothers and sisters and their descendants, that portion which goes to the parent is exempt from the tax, but that which goes to the others named is taxable. A rebate of five per cent is allowed upon taxes paid six months after death of deceased; if paid within 12 months no interest is charged but if not paid within that time the interest charged is 12 per cent a year. If cause is shown for extension of time of payment, interest is put at six per cent. The State has the first lien for the amount of the tax upon all real and other property subject thereto.

Under certain conditions a proportion of the money received from the tax is credited to the fund in the treasury known as the "State seminary moneys," for the maintenance, etc., of the university of the State of Missouri. A proportion is also set apart for the fund known as the "educational fund."

The amount collected on the tax for the fiscal year 1903 is \$142,564.

Montana.

The act establishing a tax on direct and collateral inheritances was passed March 4, 1897, and has not since been amended. Under the law, bequests of property are taxed five per cent, except when bequeathed to near relatives. Personal property to relatives is taxed one per cent on all amounts of \$7,500 or over; collateral heirs pay five per cent on all amounts of \$500 or over. Sixty per cent of tax goes to the State and 40 per cent to the county. A digest of the first sections of the law follows :

All property within the jurisdiction of the State, belonging to resident or non-resident, passing to heirs, other than father, mother, husband, wife, lawful issue, brother, sister, the wife or widow of the son, or the husband of a daughter, or any child or children adopted as such in conformity with the laws of the State of Montana, and any lineal descendant of such decedent born in lawful wedlock shall be taxed five dollars on every one hundred dollars. When the beneficial interest to any personal property passes to father, mother, husband, wife, child, brother, sister, wife or widow of the son, or the husband of a daughter, or any legally adopted child, or to any person to whom the deceased, for not less than 10 years prior to death, stood in mutually acknowledged relation of a parent, or to any lineal descendant born in lawful wedlock, the rate of tax shall be one dollar on every hundred dollars, provided that no estate valued at less than \$7,500 shall be subject to tax. In all other cases, the rate shall be five dollars on every hundred dollars, provided that no estate valued at less than \$500 shall be taxed. Taxes are due at death of decedent; if paid within 10 months, no interest shall be charged; otherwise, interest shall be 10 per cent a year; if taxes are paid within six months from date of accruing, a discount of three per cent shall be deducted from tax. The State shall receive 60 per cent of the tax for the use of the general fund and the county 40 per cent for the use of the general school fund.

The income from the collateral inheritance tax for the year 1903 amounted to \$14,536.

Nebraska.

Chapter 54, Acts of 1901, taxes all inheritances passing by will or by the intestate laws of Nebraska; the law has not been amended. Although the law taxes lineal as well as collateral heirs, only sums in excess of large amounts are taxable and the rates are small so that the imposition of the tax has not proved to be an important factor as a source of revenue for the State. The total amount of tax collected up to March, 1904, was \$4,189, the number of decedents for the year 1903 being 16. The persons taxed and rates imposed may be gleaned from the following :

All property within the jurisdiction of the State, whether belonging to resident or non-resident, is taxable. When the beneficial interests to any property pass to father, mother, husband, wife, child, brother, sister, wife or widow of the son or husband of the daughter, or any child or children adopted as such in conformity with the laws of the State of Nebraska, or to any person to whom the deceased for not less than 10 years prior to death stood in the acknowledged relation of the parent, or to any lineal descendant born in lawful wedlock, the rate shall be \$1 on every \$100 of the clear market value of such property received by each person; provided, any estate which may be valued at a less sum than \$10,000 shall not be subject to tax, and all amounts in excess of \$10,000 received by each person shall be subject to tax. When the beneficial interests pass to uncle, aunt, niece, nephew, or other lineal descendant of same, the rate shall be \$2 on every \$100 on sums received by each person in excess of \$2,000. In all other cases the rate shall be as follows: On each and every \$100 of the clear market value of all property and at the same rate for any less amount, \$2; on all estates of \$10,000 and less, \$3; on all estates of over \$10,000, not exceeding \$20,000, \$4; on all estates over \$20,000, and not exceeding \$50,000, \$5; on all estates over \$50,000, \$6; provided, that an estate in the above cases which may be valued at a sum less than \$500 shall not be subject to tax.

Taxes are payable at the death of decedent, and interest at the rate of seven per cent a year shall be charged for such time as taxes are not paid; provided, that if said tax is paid within six months from the accruing thereof interest shall not be charged.

New Jersey.

The Collateral Inheritance Tax law of New Jersey was approved May 15, 1894, as chap. 210. In 1898, a supplement to the act was passed (chap. 62) by which certain gifts and legacies were exempt from tax. The laws of 1902, chap. 217, amended that section of tax law relating to notification of State Comptroller to prosecutor of failure to pay. In 1903, the law was again supplemented (chap. 90), under which supplement taxes in remainder were to be immediately taxed. As will be seen from the following extract, the nature of the tax is purely collateral, direct relatives being exempt; all religious, benevolent, and charitable institutions are also excepted:

All property within the jurisdiction of the State, belonging to a decedent, is subject to a five per cent tax, except any estate which may be valued at a sum less than \$500, which estate is not taxable; *provided*, that bequests left to the following persons, or for the following purposes, shall not be taxed: Father, mother, husband, wife, children, brother or sister, or lineal descendants born in lawful wedlock, or the wife or widow of a son, or the husband of a daughter; churches, hospitals and orphan asylums, public libraries, bible and tract societies, and all religious, benevolent and charitable institutions and organizations. Supplement of 1898 further exempts: Bequests to any Bible or tract society, or religious institution, boards of the church or organizations thereof, in trust or otherwise, not confined in their operations and benefactions to local or State purposes, but for the general good of the people interested therein, of the United States or of foreign lands, as the board of home and foreign missions of various church denominations, whether said societies, institutions, or boards are organized or incorporated under the laws of New Jersey or not. Taxes are payable at death of decedent; if taxes are paid within one year interest at the rate of six per cent a year shall be charged, but if not so paid interest at the rate of 10 per cent shall be charged; *provided*, that if said tax is paid within nine months from the accruing thereof no interest shall be charged but a discount of five per cent deducted.

The tax collected in 1903 amounted to \$149,577, a decrease of \$14,164 as compared with 1902.

New York.

The law taxing inheritances in the State of New York was passed June 10, 1885 (chap. 483). In 1887 the act was amended so as to include the property of non-resident decedents physically present within the State at the time of said decedent's death. Subsequent amendments affected merely the manner of procedure in the assessment of the tax. In 1891 the law was further amended, and for the first time imposed a tax of one per cent upon personal property of any lineal descendant of the deceased, of an adopted child, or of any person between whom and the deceased the mutually acknowledged relation of parent and child had existed for 10 years or more prior to death. The former Collateral Inheritance Tax law was repealed in 1892 by chap. 399; law was re-enacted and known as the Transfer Tax law. Four years later (1896) this law was repealed and re-enacted in substantially its previous form, and is, in substance, as the law exists at the present time. Amendments

which were made from 1896 to 1902 pertain particularly to the manner of procedure in collecting the tax and to certain other details in carrying out the provisions of the law. Chapter 41, laws of 1903, amended the Transfer Tax law so as to include real estate as taxable, equally with personal property, when same passes to persons in the one per cent class.

As the New York inheritance tax law is considered one of the best on the statute books of this country, similar laws of other States being modeled after it, and as it taxes lineal descendants as well as collateral heirs, it seems important that we should print certain sections of the law *in extenso*.

The General Tax Law of New York. Article X—Taxable Transfers.

§ 220. *Taxable Transfers.* A tax shall be and is hereby imposed upon the transfer of any property, real or personal, of the value of five hundred dollars or over, or of any interest therein or income therefrom, in trust or otherwise, to persons or corporations not exempt by law from taxation on real or personal property, in the following cases:

1. When the transfer is by will or by the intestate laws of this state from any person dying seized or possessed of the property while a resident of the state.

2. When the transfer is by will or intestate law, of property within the state, and the decedent was a nonresident of the state at the time of his death.

3. When the transfer is of property made by a resident or by a nonresident when such nonresident's property is within this state, by deed, grant, bargain, sale or gift made in contemplation of the death of the grantor, vendor or donor, or intended to take effect in possession or enjoyment at or after such death.

4. (Such tax shall be imposed) When any such person or corporation becomes beneficially entitled, in possession or expectancy, to any property or the income thereof by any such transfer, whether made before or after the passage of this act.

5. Whenever any person or corporation shall exercise a power or appointment derived from any disposition of property made either before or after the passage of this act, such appointment when made shall be deemed a transfer taxable under the provisions of this act in the same manner as though the property to which such appointment relates belonged absolutely to the donee of such power and had been bequeathed or devised by such donee by will; and whenever any person or corporation possessing such a power of appointment so derived shall omit or fail to exercise the same within the time provided therefor, in whole or in part, a transfer taxable under the provisions of this act shall be deemed to take place to the extent of such omissions or failure, in the same manner as though the persons or corporations thereby becoming entitled to the possession or enjoyment of the property to which such power related had succeeded thereto by a will of the donee of the power failing to exercise such power, taking effect at the time of such omission or failure.

6. The tax imposed thereby shall be at the rate of five per centum upon the clear market value of such property, except as otherwise prescribed in the next section. (*As amended by chapter 284 of the Laws of 1897.*)

§ 221. *Exceptions and Limitations.* When property, real or personal, or any beneficial interest therein, of the value of less than ten thousand dollars, passes, by any such transfer to or for the use of any father, mother, husband, wife, child, brother, sister, wife or widow of a son or the husband of a daughter, or any child or children adopted as such in conformity with the laws of this state, of the decedent, grantor, donor or vendor, or to any child, to whom any such decedent, grantor, donor or vendor for not less than ten years prior to such transfer stood in the mutually acknowledged relation of a parent, provided, however, such relationship began at or before the child's fifteenth birthday and was continuous for said ten years thereafter, or to any lineal descendant of such decedent, grantor, donor or vendor born in lawful wedlock, such transfer of property shall not be taxable under this act; if real or personal property, or any beneficial interest therein, so transferred is of the value of ten thousand dollars or more, it shall be taxable under this act at the rate of one per centum upon the clear market value of such property. But any property heretofore or hereafter devised or bequeathed to any person who is a bishop or to any religious corporation including corporations organized exclusively for bible or tract purposes shall be exempted from and not subject to the provisions of this act. There shall also be exempted from and not subject to the provisions of this act personal property other than money or securities bequeathed to a corporation or association organized exclusively for the moral or mental improvement of men or women or for charitable, benevolent, missionary, hospital, infirm, educational, scientific, literary, library, patriotic, cemetery or historical purposes or for the

enforcement of laws relating to children or animals or for two or more of such purposes and used exclusively for carrying out one or more of such purposes. But no such corporation or association shall be entitled to such exemption if any officer, member, or employé thereof shall receive or may be lawfully entitled to receive any pecuniary profit from the operations thereof except reasonable compensation for services in effecting one or more of such purposes or as proper beneficiaries of its strictly charitable purposes; or if the organization thereof for any such avowed purpose be a guise or pretense for directly or indirectly making any other pecuniary profit for such corporation or association or for any of its members or employes or if it be not in good faith organized or conducted exclusively for one or more of such purposes. (*As amended by chapter 88 of the Laws of 1898 and chapter 458 of the Laws of 1901.*)

§ 222. *Lien of Taxes and Payment Thereof.* Every such tax shall be and remain a lien upon the property transferred until paid and the person to whom the property is so transferred, and the administrators, executors and trustees of every estate so transferred shall be personally liable for such tax until its payment. The tax shall be paid to the treasurer in a county in which the office of appraiser is not salaried, and in other counties, to the state comptroller and said treasurer or state comptroller shall give, and every executor, administrator or trustee shall take, duplicate receipts from him of such payment. If such duplicate receipts were received from a county treasurer such executor, administrator or trustee shall immediately send one of them to the state comptroller, and if received from the state comptroller he shall immediately send one of them to the state treasurer. The state comptroller or the state treasurer, as the case may be, receiving such receipt shall charge the officer receiving the tax with the amount thereof and seal said receipt with the seal of his office and countersign the same and return it to the executor, administrator or trustee, whereupon it shall be a proper voucher in the settlement of his accounts; but no executor, administrator or trustee shall be entitled to a final accounting of an estate in settlement of which a tax is due under the provisions of this act unless he shall produce a receipt so sealed and countersigned, or a certified copy thereof, or unless a bond shall have been filed as prescribed by section two hundred and twenty-six of this chapter. All taxes imposed by this article shall be due and payable at the time of the transfer, except as hereinafter provided. Taxes upon the transfer of any estate, property or interest therein limited, conditioned, dependent or determinable upon the happening of any contingency or future event by reason of which the fair market value thereof cannot be ascertained at the time of the transfer as herein provided, shall accrue and become due and payable when the persons or corporations beneficially entitled thereto shall come into actual possession or enjoyment thereof. All taxes which, at the time the amendment to this section takes effect, have been assessed by an order of the surrogate, or which have accrued, in a county in which the office of appraiser is salaried, shall be paid to the state comptroller, as provided by this article. (*As amended by chapter 284 of the Laws of 1897 and chapter 173 of the Laws of 1901.*)

§ 223. *Discount, Interest and Penalty.* If such tax is paid within six months from the accruing thereof, a discount of five per centum shall be allowed and deducted therefrom. If such tax is not paid within eighteen months from the accruing thereof, interest shall be charged and collected thereon at the rate of ten per centum per annum from the time the tax accrued; unless by reasons of claims made upon the estate, necessary litigation or other unavoidable cause of delay, such tax can not be determined and paid as herein provided, in which case interest at the rate of six per centum per annum shall be charged upon such tax from the accrual thereof until the cause of such delay is removed, after which ten per centum shall be charged. In all cases when a bond shall be given under the provisions of section two hundred and twenty-six of this chapter, interest shall be charged at the rate of six per centum from the accrual of the tax until the date of payment thereof.

§ 224. *Collection of Tax by Executors, Administrators and Trustees.* Every executor, administrator or trustee, shall have full power to sell so much of the property of the decedent as will enable him to pay such tax in the same manner as he might be entitled by law to do for the payment of the debts of the testator or intestate. Any such administrator, executor or trustee having in charge or in trust any legacy or property for distribution subject to such tax shall deduct the tax therefrom; and within thirty days therefrom shall pay over the same to the county treasurer or state comptroller, as herein provided. If such legacy or property be not in money, he shall collect the tax thereon upon the appraised value thereof from the person entitled thereto. He shall not deliver or be compelled to deliver any specific legacy or property subject to tax under this article to any person until he shall have collected the tax thereon. If any such legacy shall be charged upon or payable out of real property, the heir or devisee shall deduct such tax therefrom and pay it to the administrator, executor or trustee, and the tax shall remain a lien or charge on such real property until paid, and the payment thereof shall be enforced by the executor, administrator or trustee in the same manner that payment of the legacy might be enforced, or by the district attorney under section two hundred and thirty-five of this chapter. If any such legacy shall be given in money to any such person for a limited period, the administrator, executor or trustee shall retain the tax upon the whole amount, but if it be not in money, he shall

make application to the court having jurisdiction of an accounting by him, to make an apportionment, if the case require it, of the sum to be paid into his hands by such legatees, and for such further order relative thereto as the case may require. (*As amended by chapter 173 of the Laws of 1901.*)

§ 225. *Refund of Tax Erroneously Paid.* If any debts shall be proven against the estate of a decedent after the payment of any legacy or distributive share thereof, from which any such tax has been deducted or upon which it has been paid by the person entitled to such legacy or distributive share, and such person is required by order of the surrogate having jurisdiction, on notice to the state comptroller, to refund the amount of such debts or any part thereof, an equitable proportion of the tax shall be repaid to him by the executor, administrator or trustee, if the tax has not been paid to the county treasurer, or state comptroller, or if such tax has been paid to such treasurer or state comptroller, he shall refund out of the funds in his hands or custody to the credit of such taxes such equitable proportion of the tax, and credit himself with the same in the account required to be rendered by him under this article. If after the payment of any tax in pursuance of an order fixing such tax, made by the surrogate having jurisdiction, such order be modified or reversed within two years from and after the date of entry of the order fixing the tax, on due notice to the comptroller of the state, the state comptroller shall, if such tax was paid in a county in which the office of appraiser is not salaried, by order, direct and allow the treasurer of the county, to refund, or if paid in any other county, he shall himself refund to the executor, administrator, trustee, person or persons, by whom such tax has been paid, the amount of any moneys paid or deposited on account of such tax in excess of the amount of the tax fixed by the order modified or reversed, out of the funds in his hands or custody, to the credit of such taxes, and to credit himself with the same in the account required to be rendered by him under this act; but no application for such refund shall be made after one year from such reversal or modification, and the comptroller of the state shall deduct from the fees allowed by this article to the county treasurer the amount theretofore allowed him upon such overpayment. Where it shall be proved to the satisfaction of the surrogate who has assessed the tax upon the transfer of property under this article that deductions for debts were allowed upon the appraisal, since proved to have been erroneously allowed, it shall be lawful for such surrogate to enter an order assessing the tax upon the amount wrongfully or erroneously deducted. (*As amended by chapter 284 of the Laws of 1897, chapter 382 of the Laws of 1900 and chapter 173 of the Laws of 1901.*)

§ 226. *Deferred Payment.* Any person or corporation beneficially interested in any property chargeable with a tax under this article, and executors, administrators and trustees thereof may elect within eighteen months from the date of the transfer thereof as herein provided, not to pay such tax until the person or persons beneficially interested therein shall come into the actual possession or enjoyment thereof. If it be personal property, the person or persons so electing shall give a bond to the state in penalty of three times the amount of any such tax, with such sureties as the surrogate of the proper county may approve, conditioned for the payment of such tax and interest thereon, at such time or period as the person or persons beneficially interested therein may come into the actual possession or enjoyment of such property, which bond shall be filed in the office of the surrogate. Such bond must be executed and filed and a full return of such property upon oath made to the surrogate within one year from the date of transfer thereof as herein provided, and such bond must be renewed every five years. (*As amended by chapter 284 of the Laws of 1897.*)

§ 227. *Taxes upon Devises and Bequests in Lieu of Commissions.* If a testator bequeaths or devises property to one or more executors or trustees in lieu of their commissions or allowances, or makes them his legatees to an amount exceeding the commissions or allowances prescribed by law for an executor or trustee, the excess in value of the property so bequeathed or devised, above the amount of commissions or allowances prescribed by law in similar cases shall be taxable under this article.

§ 228. *Liability of Certain Corporations to Tax.* If a foreign executor, administrator or trustee shall assign or transfer any stock or obligations in this state standing in the name of a decedent, or in trust for a decedent, liable to any such tax, the tax shall be paid to the treasurer of the proper county or the state comptroller on the transfer thereof. No safe deposit company, trust company, corporation, bank or other institution, person or persons having in possession or under control securities, deposits, or other assets of a decedent, including the shares of the capital stock of, or other interest in, the safe deposit company, trust company, corporation, bank or other institution making the delivery or transfer herein provided, shall deliver or transfer the same to the executors, administrators or legal representatives of said decedent, or upon their order or request, unless notice of the time and place of such intended delivery or transfer be served upon the state comptroller at least ten days prior to said delivery or transfer; nor shall any such safe deposit company, trust company, corporation, bank or other institution, person or persons deliver or transfer any securities, deposits or other assets of the estate of a non-resident decedent including the shares of the capital stock of, or other interests in, the safe deposit company, trust company, corporation, bank or other institution, making the delivery or transfer,

without retaining a sufficient portion or amount thereof to pay any tax and penalty which may thereafter be assessed on account of the delivery or transfer of such securities, deposits, or other assets including the shares of the capital stock of or other interests in, the safe deposit company, trust company, corporation, bank or other institution making the delivery or transfer, under the provisions of this article, unless the state comptroller consents thereto in writing. And it shall be lawful for the said state comptroller, personally, or by representative, to examine said securities, deposits or assets at the time of such delivery or transfer. Failure to serve such notice and to allow such examination, and to retain a sufficient portion or amount to pay such tax and penalty as herein provided, shall render said safe deposit company, trust company, corporation, bank or other institution, person or persons liable to the payment of three times the amount of the tax and penalty due or thereafter to become due upon said securities, deposits or other assets, including the shares of the capital stock of, or other interests in, the safe deposit company, trust company, corporation, bank or other institution, making the delivery or transfer; and the payments as herein provided shall be enforced in an action brought in accordance with the provisions of section two hundred and thirty-five of this chapter. (*As amended by chapter 173 of the Laws of 1901 and chapter 101 of the Laws of 1902.*)

§ 230 a. *Composition of Transfer Tax upon Certain Estates.* The county treasurer of any county in which the office of appraiser is not salaried, by and with the consent of the comptroller of the state of New York, expressed in writing, and the state comptroller in any other county, by and with the consent of the attorney-general expressed in writing, is hereby empowered and authorized in a county in which they receive payments on account of transfer tax, to enter into an agreement with the trustees of any estate therein situate, in which remainders or expectant estates have been of such a nature, or so disposed and circumstanced, that the taxes therein were held not presently payable, or where the interests of the legatees or devisees were not ascertainable under the provisions of chapter four hundred and eighty-three of the laws of eighteen hundred and eighty-five; chapter three hundred and ninety-nine of the laws of eighteen hundred and ninety-two, or chapter nine hundred and eight of the laws of eighteen hundred and ninety-six, and the several acts amendatory thereof and supplemental thereto; and to compound such taxes upon such terms as may be deemed equitable and expedient; and to grant discharge to said trustees upon the payment of the taxes provided for in such composition; provided, however, that no such composition shall be conclusive in favor of said trustees as against the interests of such cestuis que trust, as may possess either present rights of enjoyment, or fixed, absolute or indefeasible rights of future enjoyment, or of such as would possess such rights in the event of the immediate termination of particular estates, unless they consent thereto, either personally, when competent, or by guardian or committee. Composition or settlement made or effected under the provisions of this section shall be executed in triplicate, and one copy shall be filed in the office of the state comptroller, one copy in the office of the surrogate of the county in which the tax was paid, and one copy to be delivered to the executors, administrators or trustees who shall be parties thereto. (*Added by chapter 173 of the Laws of 1901.*)

§ 231. *Proceedings by Appraiser.* Every such appraiser shall forthwith give notice by mail to all persons known to have a claim or interest in the property to be appraised, including the state comptroller, and to such persons as the surrogate may by order direct, of the time and place when he will appraise such property. He shall, at such time and place, appraise the same at its fair market value as herein prescribed, and for that purpose the said appraiser is authorized to issue subpoenas and to compel the attendance of witnesses before him and to take the evidence of such witnesses under oath concerning such property and the value thereof; and he shall make report thereof and of such value in writing, to the said surrogate, together with the depositions of the witnesses examined, and such other facts in relation thereto and to said matter as the surrogate may order or require. Every appraiser, except in the counties in which the office of appraiser is salaried, for which provision is hereinbefore made, shall be paid on the certificate of the surrogate, subject to review and audit by the state comptroller, his actual and necessary travelling expenses and the fees paid such witnesses, which fees shall be the same as those now paid to witnesses subpoenaed to attend in courts of record, out of any funds he may have in his hands as county treasurer on account of any tax imposed under the provisions of this article. Appraisers appointed under this article in proceedings pending at the time the amendment to this section takes effect shall complete the appraisals therein and file their reports as herein provided, and shall be entitled to the compensation authorized by law at the time of their appointment, to be paid by the state comptroller in counties in which the office of appraiser is salaried, and in other counties by the county treasurer, out of any moneys in his hands on account of this tax. (*As amended by chapter 658 of the Laws of 1900, and chapter 173 of the Laws of 1901.*)

§ 235. *Proceedings for the Collection of Taxes.* If the county treasurer or state comptroller shall have reason to believe that any tax is due and unpaid in a county in which he is authorized to receive the tax under this article, after the refusal or neglect of the persons liable therefor to

pay the same, he shall notify the district attorney of the county, in writing, of such failure or neglect, and such district attorney, if he have probable cause to believe that such tax is due and unpaid, shall apply to the surrogate's court for a citation, citing the persons liable to pay such tax to appear before the court on the day specified, not more than three months after the date of such citation, and show cause why the tax should not be paid. The surrogate, upon such application, and whenever it shall appear to him that any such tax accruing under this article has not been paid as required by law, shall issue such citation and the service of such citation, and the time, manner and proof thereof, and the hearing and determination thereon and the enforcement of the determination or order made by the surrogate shall conform to the provisions of the code of civil procedure for the service of citations out of the surrogate's court, and the hearing and determination thereon and its enforcement so far as the same may be applicable. The surrogate or his clerk shall, upon request of the district attorney, county treasurer, or the comptroller of the state, furnish, without fee, one or more transcripts of such decree, which shall be docketed and filed by the county clerk of any county of the state without fee, in the same manner and with the same effect as provided by law for filing and docketing transcripts of decrees of the surrogate's court. The costs awarded by any such decree after the collection and payment of the tax to the county treasurer or state comptroller may be retained by the district attorney for his own use. Such costs shall be fixed by the surrogate in his discretion, but shall not exceed in any case where there has not been a contest, the sum of one hundred dollars, or where there has been a contest the sum of two hundred and fifty dollars. Whenever the surrogate shall certify that there was probable cause for issuing a citation and taking the proceedings specified in this section, the state treasurer shall pay or allow to the county treasurer or the state comptroller all expenses incurred for the service of citations and other lawful disbursements not otherwise paid. In proceedings to which any county treasurer or the state comptroller is cited as a party under sections two hundred and thirty and two hundred and thirty-one of this article, the state comptroller is authorized to designate and retain counsel to represent such county treasurer or state comptroller herein, and to direct such county treasurer in a county in which the office of appraiser is not salaried to pay the expenses thereby incurred out of the funds which may be in his hands on account of this tax, and in any other county the state comptroller shall pay such expenses out of any funds which may be in his hands on account of this tax; provided, however, that in the collection of taxes upon estates of non-resident decedents, which estates have been concealed or the taxes thereon evaded, the state comptroller shall not allow for legal services up to and including the entry of the order of the surrogate fixing the tax a sum exceeding ten per centum of the taxes and penalties collected. And the comptroller of the state is hereby authorized, with the approval of the attorney-general, and a justice of the supreme court of the judicial district in which the former owner resided, to compromise and settle the amount of such tax in any case where controversies have arisen or may hereafter arise as to the relationship of the beneficiaries to the former owner thereof. (*As amended by chapter 173 of the Laws of 1901.*)

§ 236. *Receipt from the County Treasurer and Comptroller.* Any person shall upon the payment of the sum of fifty cents be entitled to a receipt from the county treasurer of any county or the state comptroller, or at his option to a copy of a receipt that may have been given by such treasurer or state comptroller for the payment of any tax under this article, under the official seal of such treasurer or comptroller, which receipt shall designate upon what real property, if any, of which any decedent may have died seized, such tax shall have been paid, by whom paid, and whether in full of such tax. Such receipt may be recorded in the clerk's office of the county in which such property is situate, in a book to be kept by him for that purpose, which shall be labeled "transfer tax." (*As amended by chapter 173 of the Laws of 1901.*)

§ 237. *Fees of County Treasurer.* The treasurer of each county in which the office of appraiser is not salaried shall be allowed to retain on all taxes paid and accounted for by him each year under this article, five per centum on the first fifty thousand dollars, three per centum on the next fifty thousand dollars, and one per centum on all additional sums. Such fees shall be in addition to the salaries and fees now allowed by law to such officers. (*As amended by chapter 289 of the Laws of 1898 and chapter 173 of the Laws of 1901.*)

§ 240 a. *Report of State Comptroller; Payment of Taxes.* The state comptroller shall deposit all taxes collected by him under this article in a responsible bank, banking house or trust company in the city of Albany, as, in the opinion of the comptroller are secure, and pay the highest rate of interest to the state for such deposit, to the credit of the state comptroller on account of the transfer tax. And every such bank, banking house or trust company shall execute and file in his office an undertaking to the state, in the sum, and with such sureties, as are required and approved by the comptroller, for the safe keeping and prompt payment on legal demand therefor of all such moneys held by or on deposit in such bank, banking house or trust company, with interest thereon on daily balances at such rate as the comptroller may fix. Every such undertaking shall have endorsed thereon, or annexed thereto, the approval of the attorney general as to its form. The state comptroller shall on the first day of each month make a veri-

fied return to the state treasurer of all taxes received by him under this article, stating for what estate, and by whom and when paid; and shall credit himself with all expenditures made since his last previous return on account of such taxes, for salary, refunds, or other purpose lawfully chargeable thereto. He shall at the same time pay to the state treasurer the balance of such taxes remaining in his hands at the close of business on the last day of the previous month, as appears from such returns. (*Added by chapter 173 of the Laws of 1901.*)

§ 241. *Application of Taxes.* All taxes levied and collected under this article when paid into the treasury of the state shall be applicable to the expenses of the state government and to such other purposes as the legislature shall by law direct. (*As amended by chapter 173 of the Laws of 1901.*)

§ 242. *Definitions.* The words "estate" and "property," as used in this article, shall be taken to mean the property or interest therein of the testator, intestate, grantor, bargainor or vendor, passing or transferred to those not herein specifically exempted from the provisions of this article, and not as the property or interest therein passing or transferred to individual legatees, devisees, heirs, next of kin, grantees, donees or vendees, and shall include all property or interest therein, whether situated within or without this state. The word "transfer," as used in this article, shall be taken to include the passing of property or any interest therein in possession or enjoyment, present or future, by inheritance, descent, devise, bequest, grant, deed, bargain, sale or gift, in the manner herein prescribed. The words "county treasurer," "comptroller," and "district attorney," as used in this article, shall be taken to mean the treasurer, state comptroller or the district attorney of the county of the surrogate having jurisdiction as provided in section two hundred and twenty-nine of this article. (*As amended by chapter 88 of the Laws of 1898 and chapter 173 of the Laws of 1901.*)

§ 243. *Exemptions in Article One not Applicable.* The exemptions enumerated in section four of the tax law, of which this article is a part, shall not be construed as being applicable in any manner to the provisions of article ten hereof. (*Added by chapter 382 of the Laws of 1900.*)

The net amount of transfer tax collected for the fiscal year 1903 was \$4,665,735, covering estates of 3,767 decedents.

The Comptroller of the State of New York, in his report to the legislature for the fiscal year ending September 30, 1903, states regarding the Transfer Tax law as follows :

The income derived from taxable transfers during the past fiscal year has been highly satisfactory, the net receipts, \$4,665,735, being the largest ever paid into the State Treasury from this source. These receipts exceeded those of the previous year by \$1,362,181, an increase of over 40 per cent; were \$581,129 greater than in 1901, and \$330,932 more than for the year 1900. The result is especially gratifying compared with previous years for the reason that there have been no exceptionally large taxes paid from single estates, only three paying a tax above \$100,000 (\$119,223, \$127,780 and \$131,122), whereas in 1900, the record year before this for transfer tax collections, one estate alone paid \$1,934,753 and two inclusive \$439,483, the three estates paying over 50 per cent of the whole amount received. In 1901 four estates paid an aggregate of \$1,128,866, or over 25 per cent of the total receipts of such year. The total number of estates paying taxes during the year closing September 30, 1903, was 3,767 as compared with 3,277 in 1902, 3,059 in 1901, 2,818 in 1900 and 2,721 in 1899.

The amendment to the statute by the last Legislature, being chapter 41 of the Laws of 1903, under which real property passing to the one per cent class is included among taxable transfers, did not appreciably increase the receipts for the fiscal year for the reason that such amendment only applies to estates of decedents since March 16, 1903, the date when such amendment became a law, and payments are rarely made within six months from the death of deceased. The amount realized from such amendment for the six months it was in force was but \$22,058. During the present fiscal year, however, the receipts of this Department should be materially increased from this source. . . .

North Carolina.

The Inheritance Tax law of North Carolina was passed in 1901, and in 1903 was ingrafted in the revenue act with practically no changes, the tax being applicable to personal property only, and is a gradual assessment levied according to degree of kinship and amount bequeathed. The only beneficiaries exempted are the husband or wife of decedent, and charitable, religious, and educational institutions. The amount collected for the fiscal year 1903 was \$12,579. An account of the legacies taxed and amount of tax imposed, together with interest thereon, follows :

All personal property, of whatever kind or nature, within the jurisdiction of the State, whether the property of residents or non-residents, shall be subject to a tax for the benefit of the State. Where the whole amount of said legacy or distributive share of personal property shall exceed \$2,000, the tax shall be :

1. Where the person or persons entitled to any beneficial interest in such property shall be the lineal issue or lineal ancestor, brother or sister of the decedent, or where the person to whom such property was given stood in the relation of child to the deceased person, at the rate of 75 cents for each \$100.

2. Where the person entitled to any beneficial interest shall be the descendant of a brother or sister of the decedent, at the rate of \$1.50 for each \$100 of the clear value of such interest.

3. Where the person entitled to beneficial interest shall be the brother or sister of the father or mother, or a descendant of the brother or sister of the father or mother of the decedent, at the rate of \$3 for each \$100.

4. Where the person entitled to beneficial interest shall be the brother or sister of the grandfather or grandmother, or a descendant of brother or sister of the grandfather or grandmother of the decedent, at the rate of \$4 for each \$100.

5. Where the person entitled to any beneficial interest shall be in any other degree of collateral consanguinity than before stated, or shall be a stranger in blood to the decedent, where the whole amount of said legacy or distributive share of personal property shall exceed \$2,000 and shall not exceed \$5,000, the tax shall be at the rate of \$5 for each \$100; provided, all legacies or property passing to husband or wife of the decedent, or for religious, charitable or educational purposes, shall be exempt from tax; where the amount shall exceed \$5,000 but shall not exceed \$10,000 the rates of tax above stated shall be multiplied by one and one-half; where the amount shall exceed the sum of \$10,000 but shall not exceed the sum of \$25,000, such rates of tax shall be multiplied by two; where the amount shall exceed the sum of \$25,000 but shall not exceed the sum of \$50,000, the rates shall be multiplied by two and one-half; and where the amount shall exceed the sum of \$50,000, such rates shall be multiplied by three.

If tax is not paid two years after death of decedent, six per cent a year shall be charged upon same.

North Dakota.

An Act providing for the assessment and collection of collateral succession or inheritance tax in North Dakota was passed March 10, 1903. The law provides :

All property within the jurisdiction of the State, whether belonging to inhabitants or not, and whether tangible or intangible, passing to any person other than to father, mother, husband, wife, lineal descendant, adopted child, the lineal descendant of an adopted child of a decedent, or to or for charitable, educational or religious societies or institutions within this State, shall be subject to a tax of two per cent of its valuation above the sum of \$25,000, after the payment of all debts, for the use of the State. The tax shall be and remain a lien on such estate upon death of the decedent until paid. All taxes imposed by provisions of this act shall be payable to the treasurer of State within 15 months from death of decedent unless a longer period is fixed by the court; all taxes not paid within 15 months shall draw interest at the rate of eight per cent a year until paid.

The law has made provisions for foreign estates and deduction of debts, foreign estates direct and collateral beneficiaries, liens, appraisals, remainders, life estates, etc.

Ohio.

In 1894 the legislature of Ohio passed a Direct Inheritance Act imposing a tax on direct heirs, varying from one to five per cent according to the entire amount of property left. On January 27, 1895, the Supreme Court declared the act unconstitutional and money was refunded under Acts of 1896 and 1898.

On January 27, 1893, the Collateral Inheritance Tax law was passed, and amended in 1894. This act exempts bequests to all lineal heirs as well as those to State, city, town, or county for public purposes, legacies to public institutions of learning or charity. Other bequests are taxed at the rate of five per cent on sums above \$200, three-quarters of the income to go to the State and one-quarter to the county where tax was collected. If taxes are not paid within one year interest of eight per cent is charged; if taxes are paid before the expiration of one year a discount of one per cent for each full month that payment shall have been made prior to the expired time is allowed.

The Russell Inheritance Tax law, approved April 25, 1904, imposes a two per cent tax on bequests to lineal heirs exceeding \$3,000 in value.

Oregon.

The law taxing inheritances in Oregon was not passed until the 1903 session of the legislature. According to law no tax is due until eight months after the death of decedent, and as the law went into effect on May 21, no tax was collected during the year 1903. The law provides that:

All property within the jurisdiction of the State, whether belonging to inhabitants or not, and whether tangible or intangible, passing by will or by the statutes of inheritance to any legatees or devisees, shall be subject to tax; *provided*, that devises, bequests and gifts to benevolent and charitable institutions incorporated within this State and actually engaged in this State in carrying out the objects and purposes for which so incorporated shall be exempt from tax. Bequests to father, mother, husband, wife, child, brother, sister, wife or widow of a son or the husband of a daughter, or any child or children adopted as such in conformity with the laws of Oregon, or to any person to whom the decedent for not less than 10 years prior to death stood in acknowledged relation to the parent or to any lineal descendant born in lawful wedlock, shall be taxed at the rate of one per cent upon the appraised value received by each person; *provided*, that any estate valued at a sum less than \$10,000 shall not be subject to tax, and the tax is to be levied in above cases only upon the excess of \$5,000 received by each person. Bequests to any uncle, aunt, niece, nephew, or any lineal descendant of the same, shall be taxed at the rate of two per cent upon the appraised value received by each person on the excess of \$2,000 so received by each person. In all other cases the tax shall be at the rate of three per cent upon the appraised value received by each person, and on all amounts over \$500 and not exceeding \$10,000; four per cent on all amounts over \$10,000 and not exceeding \$20,000; five per cent on all amounts over \$20,000 and not exceeding \$50,000; six per cent on all amounts over \$50,000.

All taxes are payable eight months from death of decedent. If such tax is paid within eight months from the accruing thereof, a discount of five per cent shall be deducted; taxes not paid within eight months shall be charged for at the rate of eight per cent a year unless delay is found to be unavoidable when interest shall be charged at the rate of six per cent until such cause of delay is removed. Every tax shall be a lien upon the property embraced in any inheritance until paid.

The State treasurer states that in his opinion the tax will not be as great a revenue getter as might be expected, due to the fact that estates

valued at less than \$10,000 are not subject to the tax, and that only the excess above \$5,000 received by each person is taxable, thereby rendering a great many large estates and bequests free from the tax.

Pennsylvania.

The Collateral Inheritance Tax law of Pennsylvania has been in operation since May 1, 1826, the original law being approved April 7, 1826. Amendments were made at various times until 1887, the act being codified in that year; it remains in substantially the same form in force to-day. The present law retains many of the principles of the Act of 1826, which was the first law enacted in this country taxing inheritances. The original law imposed a tax of two and one-half per cent on all collateral inheritances. Chapter 243, Acts of 1895, fixed the compensation of appraisers appointed to appraise the value of estates subject to the payment of tax, and of experts employed to assist such appraisers; chap. 13, Acts of 1903, exempts bequests and devises in trust for the care and preservation of burial lots from payments of collateral inheritance tax.

The law in full is reproduced below :

Estates Subject to Tax. That all estates, real, personal and mixed, of every kind whatsoever, situated within this State, whether the person or persons dying seised thereof be domiciled within or out of this State, and all such estates situated in another State, Territory or country, when the person, or persons, dying seised thereof, shall have their domicile within this Commonwealth, passing from any person, who may die seised or possessed of such estates, either by will, or under the intestate laws of this State, or any part of such estate, or estates, or interest therein transferred by deed, grant, bargain or sale, made or intended to take effect, in possession or enjoyment after the death of the grantor or bargainor, to any person or persons, or to bodies corporate or politic, in trust or otherwise, other than to or for the use of father, mother, husband, wife, children and lineal descendants born in lawful wedlock, or the wife, or widow of the son of the person dying seised or possessed thereof, shall be and they are hereby made subject to a tax of five dollars on every hundred dollars of the clear value of such estate or estates, and at and after the same rate for any less amount, to be paid to the use of the Commonwealth; and all owners of such estates, and all executors and administrators and their sureties, shall only be discharged from liability for the amount of such taxes or duties, the settlement of which they may be charged with, by having paid the same over for the use aforesaid, as hereinafter directed: *provided*, that no estate which may be valued at a less sum than two hundred and fifty dollars shall be subject to the duty or tax.

Taxation of Bequests to Executors. Where a testator appoints or names one, or more executors, and makes a bequest or devise of property to them, in lieu of their commissions or allowances, or appoints them his residuary legatees, and said bequests, devises, or residuary legacies, exceed what would be a fair compensation for their services, such excess shall be subject to the payment of the collateral inheritance tax; the rate of compensation to be fixed by the proper courts having jurisdiction in the case.

Taxation of Reversionary Interests. In all cases where there has been or shall be a devise, descent or bequest to collateral relatives or strangers, liable to the collateral inheritance tax, to take effect in possession, or come into actual enjoyment after the expiration of one or more life estates, or a period of years, the tax on such estate shall not be payable, nor interest begin to run thereon, until the person or persons liable for the same shall come into actual possession of such estate, by the termination of the estates for life or years, and the tax shall be assessed upon the value of the estate at the time the right of possession accrues to the owner as aforesaid: *provided*, that the owner shall have the right to pay the tax at any time prior to his coming into possession, and, in such cases, the tax shall be assessed on the value of the estate at the time of the payment of the tax, after deducting the value of the life estate or estates for years: *and provided further*, that the tax on real estate shall remain a lien on the real estate on which the same is chargeable until paid. And the owner of any personal estate shall make a full return of the

same to the register of wills of the proper county within one year from the death of the decedent, and within that time enter into security for the payment of the tax, to the satisfaction of such register; and in case of failure so to do, the tax shall be immediately payable and collectible.

Discount and Interest. If the collateral inheritance tax shall be paid within three months after the death of the decedent, a discount of five per centum shall be made and allowed; and if the said tax is not paid at the end of one year from the death of the decedent, interest shall then be charged at the rate of twelve per centum per annum on such tax; but where from claims made upon the estate, litigation, or other unavoidable cause of delay, the estate of any decedent or a part thereof cannot be settled up at the end of the year from his or her decease, six per centum per annum shall be charged upon the collateral inheritance tax, arising from the unsettled part thereof, from the end of such year until there be default; *provided further*, that where real or personal estate withheld by reason of litigation or other cause of delay in manner aforesaid from the parties entitled thereto, subject to said tax, has not been, or shall not be productive to the extent of six per centum per annum, they shall not be compelled to pay a greater amount as interest to the Commonwealth than they may have realized, or shall realize from such estate during the time the same has been or shall be withheld as aforesaid.

Executors, etc., to deduct Tax from Pecuniary Legacy or Share. The executor, or administrator, or other trustee, paying any legacy or share in the distribution of any estate, subject to the collateral inheritance tax, shall deduct therefrom at the rate of five dollars in every hundred dollars, upon the whole legacy or sum paid; or if not money, he shall demand the payment of a sum, to be computed at the same rate upon the appraised value thereof, for the use of the Commonwealth; and no executor or administrator shall be compelled to pay or deliver any specific legacy or article to be distributed, subject to tax, except on the payment into his hands of a sum computed on its value as aforesaid: and in case of neglect or refusal on the part of said legatee to pay the same, such specific legacy or article, or so much thereof as shall be necessary, shall be sold by such executor or administrator at public sale, after notice to such legatee, and the balance that may be left in the hands of the executor or administrator shall be distributed, as is or may be directed by law; and every sum of money retained by any executor or administrator, or paid into his hands on account of any legacy or distributive share, for the use of the Commonwealth, shall be paid by him without delay.

Taxation of Legacy for Limited Period. If the legacy subject to collateral inheritance tax be given to any person for life, or for a term of years, or for any other limited period, upon a condition or contingency, if the same be money, the tax thereon shall be retained upon the whole amount; but if not money, application shall be made to the orphans' court having jurisdiction of the accounts of the executors or administrators to make apportionment, if the case requires it, of the sum to be paid by such legatees, and for such further order relative thereto as equity shall require.

Taxation of Legacy Charged upon Real Estate. Whenever such legacy shall be charged upon or payable out of real estate, the heir, or devisee, before paying the same, shall deduct therefrom at the rate aforesaid, and pay the amount so deducted to the executor; and the same shall remain a charge upon such real estate until paid, and the payment thereof shall be enforced by the decree of the orphans' court, in the same manner as the payment of such legacy may be enforced.

Executors, etc., to Notify Register of Real Estate Subject to Tax. Whenever any real estate of which any decedent may die seised shall be subject to the collateral inheritance tax, it shall be the duty of the executors and administrators to give information thereof to the register of the county, where administration has been granted, within six months after they undertake the execution of their respective duties, or if the fact be not known to them within that period, within one month after the same shall have come to their knowledge; and it shall be the duty of the owners of such estates, immediately upon the vesting of the estate, to give information thereof to the register having jurisdiction of the granting of administration.

Executors may sell, if necessary, to pay Tax. All executors and administrators shall have full power to sell, if necessary, so much of the said property as will enable him, her, or them, to pay said tax or duty, in the same manner as executors and administrators are or may be enabled by law to do for the payment of debts of their testators and intestates, distributing any balance left in their hands as is or may be directed by law, and the amount of the said tax or duty shall be paid over as before directed.

Executors, etc., to take Duplicate Receipts. It shall be the duty of any executor or administrator, on the payment of collateral inheritance tax, to take duplicate receipts from the register, one of which shall be forwarded forthwith to the Auditor General, whose duty it shall be to charge the register receiving the money with the amount, and seal with the seal of his office, and countersign the receipt and transmit it to the executor or administrator, whereupon it shall be a proper voucher in the settlement of the estate; but in no event shall an executor or administrator

be entitled to a credit in his account by the register, unless the receipt is so sealed and countersigned by the Auditor General.

Foreign Executor to pay Tax on Stocks Assigned. Whenever any foreign executor, or administrator, or trustee, shall assign or transfer any stocks or loans in this Commonwealth, standing in the name of the decedent, or in trust for a decedent, which shall be liable for the collateral inheritance tax, such tax shall be paid, on the transfer thereof, to the register of the county where such transfer is made; otherwise the corporation permitting such transfer shall become liable to pay such tax.

When Tax shall be refunded. Whenever debts shall be proven against the estate of a decedent, after distribution of legacies from which the collateral inheritance tax has been deducted, in compliance with this act, and the legatee is required to refund any portion of a legacy, a proportion of the said tax shall be repaid to him by the executor or administrator, if the said tax has not been paid into the State or county treasury, or by the county treasurer, if it has been so paid.

Tax erroneously paid may be repaid by State Treasurer. In all cases where any amount of collateral inheritance tax has heretofore been paid, or may hereafter be paid, erroneously, to the register of wills of the proper county, for the use of the Commonwealth, it shall be lawful for the State treasurer, on satisfactory proof rendered to him by said register of wills of such erroneous payment, to refund and pay over to the executor, administrator, person or persons who may have heretofore paid or may hereafter pay any such tax thus in error, the amount of such tax thus erroneously paid: *provided*, that all such applications for the repayment of such aforesaid tax, erroneously paid into the treasury, shall be made within two years from the date of said payment.

Register of Wills to appoint Appraiser. It shall be the duty of the register of wills of the county, in which letters testamentary or of administration are granted, to appoint an appraiser, as often as and whenever occasion may require, to fix the valuation of estates, which are or shall be subject to collateral inheritance tax; and it shall be the duty of such appraiser to make a fair and conspicuous appraisement of such estates; and it shall further be the duty of such appraiser to assess and fix the cash value of all annuities and life estates growing out of said estates, upon which annuities and life estates the collateral inheritance tax shall be immediately payable out of the estate at the rate of such valuation: *provided*, that any person or persons, not satisfied with said appraisement, shall have the right to appeal, within thirty days, to the orphans' court of the proper county or city on paying or giving security to pay all costs, together with whatever tax shall be fixed by said court; and, upon such appeal, said courts shall have jurisdiction to determine all questions of valuation and of the liability of the appraised estate for such tax, subject to the right of appeal to the Supreme Court as in other cases.

Penalty for the Taking of Fees or Rewards by Appraisers. It shall be a misdemeanor in any appraiser, appointed by the register to make any appraisement in behalf of the Commonwealth, to take any fee or reward from any executor, or administrator, legatee, next of kin, or heir of any decedent; and for any such offense the register shall dismiss him from such service, and, upon conviction in the quarter sessions, he shall be fined not exceeding five hundred dollars, and imprisoned not exceeding one year, or both, or either, at the discretion of the court.

Returns made by Appraisers to be recorded. It shall be the duty of the register of wills to enter in a book, to be provided at the expense of the Commonwealth, to be kept for that purpose and which shall be a public record, the returns made by all appraisers under this act, opening an account in favor of the Commonwealth against the decedent's estate, and the register may give certificates of payment of such tax from such record; and it shall be the duty of the register to transmit to the Auditor General, on the first day of each month, a statement of all returns made by appraisers during the preceding month, upon which the taxes remain unpaid, which statement shall be entered by the Auditor General in a book to be kept by him for that purpose. And whenever any such tax shall have remained due and unpaid for one year, it shall be lawful for the register to apply to the orphans' court, by bill or petition, to enforce the payment of the same; whereupon said court, having caused due notice to be given to the owner of the real estate charged with the tax and to such other person as may be interested, shall proceed, according to equity, to make such decrees or orders for the payment of the said tax out of such real estates, as shall be just and proper.

Citation to issue to Parties in Default. If the register shall discover that any collateral inheritance tax has not been paid over according to law, the orphans' court shall be authorized to cite the executors or administrators of the decedent, whose estate is subject to the tax, to file an account, or to issue a citation to the executors, administrators, or heirs, citing them to appear on a certain day and show cause why the said tax should not be paid; and when personal service cannot be had, notice shall be given for four weeks, once a week, in at least one newspaper published in said county; and if the said tax shall be found to be due and unpaid, the said delinquent shall pay said tax and costs. And it shall be the duty of the register, or of the Auditor General, to employ an attorney of the proper county to sue for the recovery and amount of such tax; and

the Auditor General is authorized and empowered, in settlement of accounts of any register, to allow him costs of advertising, and other reasonable fees and expenses, incurred in the collection of taxes.

Register of Wills to collect Collateral Inheritance Tax. The registers of wills of the several counties of this Commonwealth, upon their filing with the auditor general of the bond hereinafter required, shall be the agents of the Commonwealth for the collection of the collateral inheritance tax; and for the services rendered in collecting and paying over the same, the said agents shall be allowed to retain for their own use five per centum upon the collateral inheritance tax collected, if the said tax shall amount to a sum less than two hundred thousand dollars in any year; or four per centum upon the said tax, if the same shall amount to two hundred thousand dollars and less than three hundred thousand dollars in any year; or three per centum upon the said tax, if the tax collected shall amount to three hundred thousand dollars or more in any year: *provided further*, that this section shall not apply to the fees of the registers elected prior to the passage of this act.

Bond of Register. The said register shall give bond to the Commonwealth in such penal sum as the orphans' court of the county may direct, with two or more sufficient sureties, for the faithful performance of the duties hereby imposed, and for the regular accounting and paying over of the amounts to be collected and received; and said bond, on its execution and approval by the said orphans' court, to be forwarded to the Auditor General.

County Treasurer to collect until Register gives Bond. Until bond and security be given, as required by the preceding section, the said collateral inheritance tax shall be received and collected by the county treasurer as heretofore; and, in such cases, all the provisions of this act relating to collection and payment by registers shall apply to the county treasurer.

Register to make Quarterly Returns. It shall be the duty of the register of wills of each county to make returns and payment to the State Treasurer of all the collateral inheritance taxes he shall have received, stating for what estate paid, on the first Mondays of April, July, October and January in each year; and for all taxes collected by him, and not paid over within one month after his quarterly return of the same, he shall pay interest at the rate of twelve per centum per annum until paid.

Tax to remain a Lien until paid. The lien of the collateral inheritance tax shall continue until the said tax is settled and satisfied: *provided*, that the said lien shall be limited to the personal property chargeable therewith; and *provided further*, that all collateral inheritance taxes shall be sued for within five years after they are due and legally demandable, otherwise they shall be presumed to have been paid, and cease to be a lien as against any purchasers of real estate.

The amount received from the tax for the fiscal year ending November 30, 1903, was \$1,300,834, from decedents numbering about 3,500. No interest was received.

Porto Rico.

The Inheritance Tax law of Porto Rico was approved January 31, 1901. A digest of some sections in the law follows:

All real property within Porto Rico, and any interest therein, whether belonging to inhabitants of Porto Rico or not, and all personal property belonging to inhabitants of Porto Rico, passing by will to any person, association, institution or corporation, other than to wife, child, grandchild, or person legally recognized as an adopted child of the decedent, shall be subject to tax; *provided*, that all sums less than \$200 shall not be taxable; on sums not exceeding \$5,000 in value when bequest to the husband, and all lineal descendants, whether legitimate or illegitimate, a tax shall be paid of one per cent, and all other relatives of whatever degree and all other persons, associations, etc., shall pay a tax of three per cent; on inheritances exceeding \$5,000 but not exceeding \$20,000 in value there shall be paid on the excess over \$5,000 one and one-half times the rates just quoted; upon bequests exceeding \$20,000 but not exceeding \$50,000 there shall be paid on \$5,000 either one or three per cent according to degree of relationship; on \$15,000 one and one-half times such rates; and on the excess over \$20,000 twice such rates; upon inheritances exceeding \$50,000 there shall be paid on \$5,000 either one or three per cent according to degree of kinship; on \$15,000 one and one-half times such rates; on \$30,000 twice such rates; and on the excess over \$50,000 three times such rates.

Taxes are payable immediately upon the death of the decedent. If same are not paid within one year interest at the rate of 10 per cent shall be charged.

Tennessee.

The Collateral Inheritance and Succession Tax of Tennessee was levied under chap. 174, Acts of 1893, and amended in 1899 (chap. 213) and 1903 (chaps. 341 and 561). The law provides :

All estates within the jurisdiction of Tennessee, belonging to resident or otherwise, passing to person or persons, or to bodies corporate or politic, other than to father, mother, brother, sister, the wife or widow of a son, or husband of a daughter, or any child adopted under State law, husband, wife, children, and lineal descendants born in lawful wedlock, or to any religious, charitable, scientific, literary or educational institution shall be subject to a five per cent tax for the use of the State; *provided*, that no estate valued at less than \$250 shall be taxed. If the collateral inheritance tax is paid within three months after the death of decedent, a discount of five per cent shall be allowed; if tax is not paid at the end of one year, interest shall be charged on same at the rate of six per cent a year.

Utah.

Chapter 62, Acts of 1901 of Utah, imposes a tax upon legacies and inheritances in certain cases. The law was amended by chap. 93, Acts of 1903. The law states :

All property within the jurisdiction of Utah, whether belonging to residents or non-residents, and whether tangible or intangible, bequeathed by a decedent, shall be subject to a tax of five per cent of its value above the sum of \$10,000 after the payment of debts for the use of the State. The tax shall be and remain a lien on such estate until paid. In determining the amount of tax to be paid under the provisions of this section, after the payment of all debts, the sum of \$10,000 shall be deducted from the entire estate, and the tax shall be computed and paid on the entire remainder, and the courts shall determine the amount of tax to be paid by the several legatees or grantees of the decedent. Tax of real estate subject to such tax to be paid within 15 months after appointment of executor; in default thereof as much of the estate as is necessary to pay tax shall be sold. All taxes imposed by the act shall be payable within 15 months; taxes not paid within the prescribed time are paid on interest at the rate of eight per cent a year.

In the year 1903, 20 estates paid tax of \$44,144; no interest was paid thereon. The State treasurer is of the opinion that the law is being evaded by making too low appraisements, also by securities and cash being omitted.

Vermont.

Chapter 46, Acts of 1896, approved November 24, levied a tax on collateral inheritances. There have been no amendments thereto. The amount of the tax for the fiscal year ending June 30, 1903, was \$29,440, the number of decedents being 89. The taxes are payable into the State treasury and are used for the general purposes of the State.

All property within the jurisdiction of the State shall be subject to tax of five per cent of its value, except when bequeathed to father, mother, husband, wife, lineal descendant, adopted child, the lineal descendant of any adopted child, the wife or widow of a son or the husband of the daughter of a decedent, or to or for charitable, educational or religious societies or institutions, the property of which is exempt by law from taxation. No estate shall be subject to the provisions of this act unless the value of the same, after payment of debts and expenses of administration including money paid out under order of the Probate Court for the purchase of burial stones, shall exceed the sum of \$2,000. All taxes are payable at the expiration of one year, unless extension of time is granted by the Court.

Virginia.

The original law taxing collateral inheritances in Virginia was passed February 6, 1844, and repealed in 1884 (chap. 389). The law provided for a two per cent tax on all estates valued above \$250 except when beneficiary was a lineal heir. In 1896, chap. 334 imposed a tax on collateral inheritances. This Act was amended in 1898, re-enacting section one of the Act of 1896 so far as same relates to property used exclusively for State, county, municipal, benevolent, charitable, educational and religious purposes. A digest of the important provisions of the collateral inheritance tax law follows:

Where an estate within this Commonwealth of any decedent shall pass to any other person than to grandfather, grandmother, father, mother, husband, wife, brother, sister, or lineal descendant of such decedent, the estate so passing shall be subject to a tax of five per cent; *provided*, that all bequests to be used exclusively for public purposes, or for benevolent, charitable, educational and religious purposes be exempt. Any personal representative to whom the estate may descend by operation of law, failing to pay tax before the estate on which it is chargeable is delivered over, shall be liable to damages at the rate of 10 per cent a year from the time such estate is paid over until the tax is paid.

Washington.

An Act relating to the taxation of inheritances in Washington was passed in 1901. The number of estates taxed in 1903 was 31, the amount collected, \$16,073. It is stated that a good many cases are in course of settlement, and that collections for the year 1904 will doubtless be two or three times larger than those for 1903. The law provides:

All property within the jurisdiction of this State, belonging to residents or non-residents, tangible or intangible, is subject to a tax for the use of the State, after the payment of all debts owing by the decedent at the time of his death, the local and State taxes due from the State prior to his death, and a reasonable sum for funeral expenses, Court costs, including cost of appraisement made for the purpose of assessing the inheritance tax, etc. One per cent tax is imposed upon bequests above the first \$10,000, passing to or for the use of the father, mother, husband, wife, lineal descendant, adopted child, or the lineal descendant of an adopted child; on all sums not exceeding the first \$50,000, of three per cent where such estate passes to collateral heirs to and including the third degree of relationship, and to six per cent where such estate passes to collateral heirs beyond the third degree, or strangers to the blood; on all sums above the first \$50,000 and not exceeding the first \$100,000, four and one-half per cent to collateral heirs to and including the third degree, or to strangers to the blood; and on all sums in excess of the first \$100,000 the tax shall be six per cent to collateral heirs to and including the third degree, and 12 per cent to collateral heirs beyond the third degree, or to strangers to the blood.

All taxes shall be paid within 15 months from the death of the decedent. Taxes not paid within the time prescribed shall draw interest at the legal rate (six per cent) until paid.

West Virginia.

The Collateral Inheritance Tax act of West Virginia was passed by the legislature of 1887, chap. 31, and amended in 1891, chap. 116. The tax has not been productive of much revenue to the State, netting in 1903 but \$1,367. A digest of certain parts of the law follows:

All estates passing to any person or persons other than to or for the use of the father, mother, husband, wife, children, and lineal descendants shall be subject to a tax of two and one-half per cent on every \$100 of the clear value of such estate, money or securities; *provided*, that

no estate, valued at a less sum than \$1,000 shall be subject to tax. The amount of said tax shall be a lien on said real estate from the death of decedent until paid. Tax shall be paid as soon as practicable from the date of administration. If parties fail to pay tax within a reasonable time, the Circuit Court of the county shall sell so much of the estate as is necessary to cover the amount of tax and expenses of sale.

Wisconsin.

The law taxing legacies and inheritances in Wisconsin was enacted in the years 1899 and 1901, chap. 355 and chap. 245, respectively. The measure was declared unconstitutional by the Supreme Court of the State, and as a consequence the amount collected thereunder, amounting to \$59,767, was ordered returned to persons legally entitled thereto, by chap. 297 of the Laws of 1903. To avoid the objections raised by the ruling of the Supreme Court, a new act was passed in 1903 known as chap. 44. Chapter 249, Acts of 1903, amended two sections of chap. 44. Practically no receipts have been received under the new law. The law in part follows :

Tax is imposed upon any transfer of property under the jurisdiction of the State, belonging to resident decedent or non-resident, whether tangible or intangible, except corporations of this State organized under its laws solely for religious, charitable or educational purposes, which shall use the property so transferred exclusively for the purposes of their organization within the State.

The following assessments are under the primary rates — where property is not in excess of \$25,000: One per cent of the clear value of such interest on such property bequeathed to husband, wife, lineal issue, lineal ancestor of a decedent, or any child adopted as such in conformity with the laws of the State, or any child for whom such decedent, for not less than 10 years prior to such transfer stood in a mutually acknowledged relation of a parent; *provided*, that such relationship began at or before the child's 15th birthday and was continuous for said 10 years thereafter, or any lineal issue of such adopted or mutually acknowledged child; at the rate of one and one-half per cent where the beneficiary shall be the brother or sister or a descendant of a brother or sister of a decedent, the wife or widow of a son, or the husband of the daughter of the decedent; at the rate of three per cent where the person entitled to any beneficial interest shall be the brother or sister of the father or mother, or the descendant of a brother or sister of the father or mother of a decedent; at the rate of four per cent where the beneficiary shall be the brother or sister of the grandfather or grandmother, or a descendant of the brother or sister of the grandfather or grandmother of the decedent; at the rate of five per cent where the beneficiary shall be in any other degree of collateral consanguinity than is hereinbefore stated, or shall be a stranger in blood to the decedent, or shall be a body politic or corporate.

When the amount of the clear value of such property or interest exceeds \$25,000, the rates of tax upon such excess shall be as follows: Upon all in excess of \$25,000 and up to \$50,000, one and one-half times the primary rates; upon all in excess of \$50,000 and up to \$100,000, twice the primary rates; upon all in excess of \$100,000 and up to \$500,000, two and one-half times the primary rates; upon all in excess of \$500,000, three times the primary rates.

The following are exemptions under the act: Property of the clear value of \$10,000 transferred to the widow of the decedent, and \$2,000 transferred to each of the other persons coming under the one per cent tax, shall be exempt; property amounting to \$500 transferred to each of the persons described under the one and one-half per cent tax, shall be exempt; property of the clear value of \$250 transferred to each of the persons described under the three per cent tax, shall be exempt; property of the clear value of \$150 transferred to each of the persons under the four per cent tax, shall be exempt; property of the clear value of \$100 transferred to each of the persons under the five per cent tax, shall be exempt.

Every such tax shall be and remain a lien upon property until paid. If tax is paid within one year, a discount of five per cent shall be deducted; if such tax is not paid within 18 months from the accruing value interest shall be charged at the rate of 10 per cent, unless delay was caused unavoidably when the interest shall be reduced to six per cent.

Wyoming.

The inheritance tax of Wyoming was passed February 21, 1903, with no amendments to date. As yet no tax has been received. The law taxes :

All property, real, personal and mixed, within the jurisdiction of the State, belonging to a resident decedent or non-resident, and whether tangible or intangible. When the beneficial interests to any property or income therefor passes to or for the use of a father, mother, husband, wife, child, brother, sister, wife or widow of the son, or the husband of the daughter, or any child or children adopted as such in conformity with the laws of the State of Wyoming, or to any person to whom the deceased for not less than 10 years prior to death stood in acknowledged relation of a parent, or to any lineal descendant born in lawful wedlock, the rate of tax shall be \$2 on each \$100 of the clear market value of such property received by each person; *provided*, that the sum of \$10,000 of any such estate shall not be subject to such tax, the amount in excess of \$10,000 being liable to tax; in other cases the rate shall be \$5 on each and every \$100 of the clear market value, and at the same rate for any less amount; *provided*, that an estate in the above case which may be valued at a less sum than \$500 shall not be subject to tax.

Character of Laws, Exemptions, Taxes, Etc.

	STATES AND TERRITORIES.	Year in which <i>Original</i> Law was passed	Character of Law	Value and Classification of Property Liable to Tax
1	Arkansas, .	1901	Collateral, . . .	All,
2	California, .	1893	Collateral, . . .	All above \$500, . . .
3	Colorado, .	1902	Collateral and lineal,	All above \$10,000 (lineal); \$500 (collateral), . . .
4	Connecticut, .	1889	Collateral and lineal,	All above \$10,000, . . .
5	Delaware, .	1869	Collateral, . . .	All above \$500, . . .
6	Hawaii, .	1893	Collateral, . . .	All above \$500, . . .
7	Illinois, .	1895	Collateral and lineal,	All above \$20,000 and \$2,000 (lineal); \$500 (collateral), . . .
8	Iowa, .	1896	Collateral, . . .	All above \$1,000, . . .
9	Maine, .	1898	Collateral, . . .	All above \$500, . . .
10	Maryland, .	1844	Collateral, . . .	All above \$500, . . .
11	Massachusetts, .	1891	Collateral, . . .	All above \$500, . . .
12	Michigan, .	1899	Collateral and lineal,	Personal above \$2,000 (lineal); all above \$100 (collateral), . . .
13	Missouri, .	1899	Collateral, . . .	All, . . .
14	Montana, .	1897	Collateral and lineal,	Personal, \$7,500 (lineal); all above \$500 (collateral), . . .
15	Nebraska, .	1901	Collateral and lineal,	All above \$10,000 and \$2,000 (lineal); \$500 (collateral), . . .
16	New Jersey, .	1894	Collateral, . . .	All above \$500, . . .
17	New York, .	1885	Collateral and lineal,	All above \$10,000 (lineal); \$500 (collateral), . . .
18	North Carolina, .	1901	Collateral and lineal,	All personal above \$2,000, . . .
19	North Dakota, .	1903	Collateral, . . .	All above \$25,000, . . .
20	Ohio, .	1893	Collateral, . . .	All above \$200, . . .
21	Ohio, .	1904	Lineal, . . .	All above \$3,000, . . .
22	Oregon, .	1903	Collateral and lineal,	All above \$10,000 (lineal); \$500 (collateral), . . .
23	Pennsylvania, .	1826	Collateral, . . .	All above \$250, . . .
24	Porto Rico, .	1901	Collateral and lineal,	All above \$200, . . .
25	Tennessee, .	1893	Collateral, . . .	All above \$250, . . .
26	Utah, .	1901	Collateral and lineal,	All above \$10,000, . . .
27	Vermont, .	1896	Collateral, . . .	All above \$2,000, . . .
28	Virginia, .	1844	Collateral, . . .	All, . . .
29	Washington, .	1901	Collateral and lineal,	All above \$10,000, . . .
30	West Virginia, .	1887	Collateral, . . .	All above \$1,000, . . .
31	Wisconsin, .	1899	Collateral and lineal,	All above \$10,000 to \$150 (lineal); \$100 (collateral), . . .
32	Wyoming, .	1903	Collateral and lineal,	All above \$10,000 (lineal); \$500 (collateral), . . .

* Amount collected from passage of act to date.

Considering the amount of tax collected for the year 1903, it will be seen from the above table that New York far outranks all other States, leading with an income from inheritance tax of \$4,665,735; Pennsylvania comes next with \$1,300,834; Illinois follows with \$519,320; Massachusetts, \$518,626; California, \$290,447; Connecticut, \$249,730; the other amounts range from \$164,572 in Michigan to \$1,367 in West Virginia. The rate of tax levied in States where a purely collateral inheritance tax exists varies from two to five per cent. In States where the law provides for a direct and collateral tax, the rate of tax ranges from one-half of one

The provisions of this chapter shall not apply to bona fide residents of this State when they shall possess the relation of either husband or wife or children of the deceased, and where the valuation of the property does not exceed the sum of \$25,000 to each such legatee. Taxes are payable at the death of decedent, and interest at the rate of six per cent a year shall be charged on taxes not paid. If taxes are paid within six months from the accruing thereof, interest shall not be charged, but a discount of five per cent is deducted.

From the foregoing accounts, the following table has been compiled incorporating some of the important factors of the law, and the results derived therefrom. In this way, ready comparisons may be made between the several States.

Character of Laws, Exemptions, Taxes, Etc.

Exemptions	Rates of Tax (per cent)	Amount Collected during Year 1903, including interest	Rates of Interest Thereon (per cent)	Number of Decedents Covered	
Lineal heirs,	5	\$2,735	9	3	1
Lineal heirs and charitable and educational institutions,	5	290,447	10	-	2
None,	2 to 6	4,000*	6	14	3
None,	½ and 3	249,730	9	500	4
Lineal heirs,	5	1,618	-	-	5
Lineal heirs and incorporated or private schools,	5	-	-	-	6
Charitable, educational, and religious institutions,	1 to 6	519,820	6	230	7
Lineal heirs and charitable, educational, and religious institutions,	5	138,000	8	460	8
Lineal heirs and charitable, educational, and religious institutions,	4	31,227	9	149	9
Lineal heirs,	2½	89,487	-	-	10
Lineal heirs and charitable, educational, and religious institutions,	5	518,626	6	650	11
Lineal heirs (partial),	1 and 5	164,572	8	272	12
Lineal heirs and charitable, educational, and religious institutions,	5	142,564	12	-	13
None,	1 and 5	14,536	10	-	14
None,	1 to 6	4,189*	7	16†	15
Lineal heirs and charitable and religious institutions,	1 to 5	149,577	6 and 10	-	16
Charitable, educational, and religious institutions,	1 and 5	4,665,735	10	3,767	17
Husband or wife and charitable, educational and religious institutions,	¾ to 15	12,579	6	-	18
Lineal heirs and charitable, educational and religious institutions,	2	-	8	-	19
Lineal heirs and public, charitable, and educational purposes,	5	-	8	-	20
Lineal heirs,	2	-	6	-	21
Charitable institutions,	1 to 6	-	8	-	22
Lineal heirs and bequests for care of burial lots,	5	1,300,884	12	3,500	23
Lineal heirs (partial),	1 to 9	-	10	-	24
Lineal heirs and charitable, religious, and educational institutions,	5	-	6	-	25
None,	5	44,144	8	20	26
Lineal heirs and charitable, educational, and religious institutions,	5	29,440	-	89	27
Lineal heirs and public, charitable, educational, and religious institutions,	5	-	10	-	28
None,	1 to 12	16,073	6	31	29
Lineal heirs,	2½	1,367	-	-	30
Lineal heirs (partial) and charitable, educational, and religious institutions,	1 to 15	59,767†	10	-	31
Lineal heirs (partial),	2 and 5	-	6	-	32

† For 1903.

‡ Total collections; refunded upon decision that law was unconstitutional.

per cent to 15 per cent. The rate of interest imposed upon unpaid taxes varies from six to 12 per cent a year.

The Governors of many States took occasion in their last messages to the General Courts to remark upon the inheritance tax law in such manner as is given in the following digest:

Louisiana. Levy of inheritance tax for the benefit of school fund recommended.

Michigan. The statute providing for the collection of a tax from the transfer of property by will or inheritance has added a considerable revenue to the primary school interest fund, and this will probably increase from year to year with the growth of the state in population and wealth.

The law, however, is in such faulty form that this Legislature should see that it is so amended that no uncertainty will exist in regard to its terms.

Missouri. The constitutionality of the act providing for the taxation of collateral inheritances, legacies, gifts and conveyances in certain cases, to provide revenue for educational purposes, for the maintenance and support of the Missouri State University and its departments, has been sustained by the Supreme Court.

Oregon. In New York and other states, statutes have been enacted imposing taxes on inheritances. Such a system of taxation ought to be essayed in Oregon. It has been objected that there are no such colossal fortunes here as would warrant or justify the imposition of taxes on inheritances either direct or collateral. This is in part true, and for that very reason there would be less opposition to such legislation now than there would be if it be postponed to a later date. The records of the county courts in every county in the state will disclose the astounding fact, that many, if not all the estates going through probate, escape a just share of the burdens of taxation during the lifetime of the testators or intestates.

Wisconsin. The inheritance tax law, enacted as ch. 355, laws of 1899, was held in *Black vs. The State*, 113 Wis. 205, to be unconstitutional, on the ground that certain of its provisions established unjust and unlawful discriminations between persons in the same class in violation of the rules of uniformity and equality. In its decision the court says: "We have reached this conclusion reluctantly. We should far rather have sustained the law, but the conclusion has been forced on us. We agree with the general principles which have been approved by the overwhelming weight of authority in the courts in this country in reference to inheritance and succession tax laws."

Although, as we have said before, the subject of the inheritance tax has been treated in this study in the briefest manner compatible with an understanding of the law and its results, enough data have been given to convince one of the great importance of the tax and its increasing popularity. The principle of the law is equitable and within reason. As a means of increasing the revenue of a State, the inheritance tax law has proved, in many cases, most remunerative. It could be made more so in the majority of States by amendments setting forth more stringent regulations, abolishing certain exemptions, and taxing, in some degree, lineal as well as collateral heirs. Such restrictive measures have been agitated by several of the legislatures but bills have failed of re-enactment. The inheritance tax is and doubtless will always be a subject of litigation in the courts, but precedents as to the constitutionality of the law are constantly being established which, in time, will tend to diminish existing complications.

ABSENCE AFTER PAY DAY.

The statement has frequently been made that the indulgence in intoxicating liquors by workmen after pay day is an evil which affects the industry of the Commonwealth in a large and increasing ratio. This impression seems to be derived from the strenuous efforts of the temperance reformers, and numerous inquiries have been made of this Department as to the truth of the statement. During the latter part of February and the early part of March, while our Special Agents were engaged upon another line of investigation, they were instructed to inquire as to the

effect of drunkenness after pay day so far as the establishments visited were concerned.

The following table shows the cities, towns, and number of establishments visited, together with the number of males over 16 years of age at work on Saturday and the number at work on the following Monday, the number absent on Monday on account of drunkenness or some other specified cause, and percentages of the number of males absent on account of drunkenness of the total males employed on Saturday :

CITIES AND TOWNS.	Number of Establishments Visited	NUMBER OF MALES OVER 16 YEARS OF AGE AT WORK ON—		NUMBER OF MALES ABSENT ON MONDAY ON ACCOUNT OF—		Percentages of Drunkenness of Total Males Employed
		Saturday	Monday	Drunkenness	Other Causes	
Attleborough,	6	115	96	5	14	4.35
BEVERLY,	7	234	232	-	2	-
BROCKTON,	17	448	414	11	23	2.46
CHICOPEE,	3	40	40	-	-	-
Danvers,	5	111	111	-	-	-
FALL RIVER,	72	16,228	15,488	*162	578	1.00
GLOUCESTER,	11	71	71	-	-	-
HAYERHILL,	27	2,804	2,733	51	20	1.82
HOLYOKE,	9	193	188	3	2	1.55
LAWRENCE,	9	108	108	-	-	-
LOWELL,	22	309	308	1	-	0.32
LYNN,	45	1,856	1,839	17	-	0.92
Marblehead,	6	82	82	-	-	-
NEW BEDFORD,	45	10,837	10,313	153	371	1.41
NORTHAMPTON,	3	87	87	-	-	-
Peabody,	8	610	600	2	8	0.33
PITTSFIELD,	3	22	20	-	2	-
QUINCY,	12	200	174	14	12	7.00
Rockland,	4	96	89	2	5	2.08
SALEM,	28	715	704	8	3	1.12
SPRINGFIELD,	30	734	730	*10	4	1.36
TAUNTON,	16	1,702	1,646	17	39	1.00
Other cities and towns,	25	2,159	2,084	55	20	2.55
TOTALS,	413	89,761	88,147	†511	1,103	1.29

* One of these persons was under 21 years of age.

† Two of these persons were under 21 years of age.

Included in the other cities and towns are Adams, Ashburnham, Braintree, Bridgewater, Chelmsford, Cummington, Essex, Gardner, Hudson, North Andover, North Attleborough, Palmer, Randolph, Spencer, and Ware, in each of which places one establishment was visited, and North Adams, South Hadley, Westfield, Whitman, and Worcester, in each of which places two establishments were visited.

The number of males over 16 years of age who were at work on Saturday was 39,761, and on Monday, 38,147, a decrease of 1,614, or 4.06 per cent. Of these, 1,103, or 68.34 per cent of those not at work, were reported absent on account of sickness or other causes, and 511, or 31.66 per cent, on account of drunkenness. The aggregate number of those reported absent for this cause in all the establishments visited in the cities and towns mentioned formed 1.29 per cent of all the employees in these establishments, or, in other words, more than one male out of each one hundred males over 16 years of age employed on Saturday were absent on Monday because of indulgence in alcoholic stimulants.

The city of Fall River, one of the great cotton goods manufacturing centres of the State, had but one per cent of the males over 16 years of

age absent from this cause, and the largest percentages, larger than that shown for all the cities and towns considered, are found in Attleborough, Brockton, Haverhill, Holyoke, New Bedford, Quincy, Rockland, and Springfield.

Whether or not employees in certain kinds of work are affected by the evils of drunkenness more than those in others is shown in the following table, wherein the persons in the above cities and towns are distributed by industries :

INDUSTRIES.	Number of Establishments Visited	NUMBER OF MALES OVER 16 YEARS OF AGE AT WORK ON—		NUMBER OF MALES ABSENT ON MONDAY ON ACCOUNT OF—		Percentages of Drunken- ness of Total Males Employed
		Saturday	Monday	Drunken- ness	Other Causes	
Artisans' tools,	3	45	44	-	1	-
Boots and shoes,	98	6,727	6,555	119	53	1.77
Factory product,	70	6,186	6,060	94	82	1.52
Solea, heels, and cut stock,	18	334	314	13	7	3.89
Findings,	7	105	95	3	7	2.86
Bottoming, heeling, etc.,	3	102	86	9	7	8.42
Boxes (paper and wooden),	8	195	193	1	1	0.51
Building,	32	932	831	33	68	3.54
Carpentering,	6	167	147	4	16	2.40
Contracting and building,	5	265	246	7	12	2.64
Painting, paper hanging, etc.,	9	204	174	12	18	5.88
Plumbing, and steam and gas fitting,	12	296	264	10	22	3.38
Carriages and wagons,	10	173	160	6	7	3.47
Cotton goods,	63	24,153	23,183	248	722	1.03
Woven,	51	20,742	19,891	*219	632	1.06
Yarn and thread,	12	3,411	3,292	29	90	0.85
Electrical apparatus and appli- ances,	3	114	109	2	3	1.75
Food preparations,	28	170	169	1	-	0.59
Furniture,	7	175	146	15	†14	8.57
Glue, isinglass, and starch,	3	108	106	2	-	1.85
Jewelry,	7	140	122	5	13	3.57
Leather and leather goods,	13	928	915	2	11	0.22
Machines and machinery,	31	1,480	1,416	19	45	1.28
Metals and metallic goods,	23	1,307	1,262	*18	27	1.38
Models, lasts, and patterns,	4	87	87	-	-	-
Paper and paper goods,	3	41	40	1	-	2.44
Printing, publishing, and book- binding,	3	92	90	-	2	-
Print works, dye works, and bleacheries,	3	285	268	3	14	1.05
Saddlery and harness,	5	28	27	1	-	3.57
Shipbuilding,	3	37	37	-	-	-
Stone,	14	192	168	12	12	6.25
Tobacco, snuff, and cigars,	5	50	47	3	-	6.00
Wooden goods,	13	400	383	7	10	1.75
Woolen goods,	4	338	329	1	8	0.30
Worsted goods,	3	95	92	1	2	1.05
Other industries,	26	1,469	1,368	11	90	0.75
TOTALS,	413	39,761	38,147	511	1,103	1.29

* One of these persons was under 21 years of age.

† Six of these men were obliged to be idle owing to the drunkenness of nine others.

‡ Two of these persons were under 21 years of age.

The industries included under "Other Industries" are Awnings, Sails, Tents, etc.; Bicycles, Tricycles, etc.; Brick, Tiles, and Sewer Pipe; Brooms, Brushes, and Mops; Crayons, Pencils, Crucibles, etc.; Glass; Hose and Belting; Rubber, Linen, etc.; Hosiery and Knit Goods; Liquors (Malt); Musical Instruments and Materials; Oils and Illuminating Fluids; Polishes and Dressing; Rubber and Elastic Goods; and Sporting and Athletic Goods, in each of which one establishment was visited, and Agricultural Implements; Clothing; Cordage and Twine;

Drugs and Medicines; Electroplating; and Whips, Lashes, and Stocks, in each of which two establishments were visited.

Boots and Shoes, in the aggregate, shows a percentage of 1.77 males over 16 years of age absent on Monday on account of drunkenness. In other words, nearly two males above 16 years of age, out of each one hundred persons employed in the 98 establishments on Saturday, were absent the following Monday on account of drunkenness.

Certain of the subdivisions of this industry show somewhat larger percentages than this, but it will be noted that the figures upon which the percentages are based are relatively small. Of the males engaged in the manufacture of furniture it is seen that 15 out of 175 at work on Saturday were absent on Monday owing to intemperance. One of these establishments stated that six men who could otherwise have worked were obliged to be idle on account of the intoxication of nine of their fellow-workmen. The work in modern manufacturing establishments, especially shoe factories, is so well balanced that the different sets of workmen are dependent upon each other for materials upon which to work, and the frequent absence of individuals would tend to disarrange the entire system, and not only cause a lessened production to the manufacturer, but the interests of the employees would be adversely affected, especially where the piece system is in practice.

Of the males above 16 years of age employed in the building industry, nearly four persons out of each one hundred were absent on account of indulgence in drink, the largest percentage appearing against the trade of painting and paper hanging, nearly six out of each one hundred in the nine establishments visited being credited with absence on this account, while three out of each one hundred plumbers and steam and gas fitters were likewise absent from 12 establishments. In 14 establishments, employing 192 stone workers on Saturday, 12, or 6.25 per cent, were absent on Monday, the cause being given as intemperance, while in five cigar factories employing 50 males on Saturday, three males, or six per cent, were out for the same reason. The aggregate number of persons affected was, as has been previously stated, 511, or 1.29 per cent of the 39,761 males over 16 years of age employed on Saturday in the 413 establishments. A few industries exhibit a smaller percentage than that shown for all the industries considered; these are Boxes (Paper and Wooden); Cotton Goods (in the aggregate and in detail); Food Preparations; Leather and Leather Goods; Machines and Machinery; Print Works, Dye Works, and Bleacheries; Woolen Goods; and Worsted Goods. One bright feature of the situation is the fact that out of the total number of 511 males accounted as being absent on account of drunkenness, only two were under 21 years of age, one being in Fall River engaged in the cotton goods industry, and the other in Springfield in the metals and metallic goods business.

From the statements made by employers to our Special Agents, it seems that very little trouble now results from intemperance compared with a few years ago. In former times, men who received their pay on Saturday night would, in many cases, get drunk before going home and keep drinking all day Sunday, so that on Monday they would not be fit for work. This, to a certain extent, is true to-day. To remedy this evil, manufacturers changed the pay day from Saturday to the first part or the middle of the week. One boot and shoe manufacturer stated, however, that in December, 1903, he changed his pay day from Friday to Saturday on account of the large number of employees who did not report for work on Saturday. He employed, at the time of our Agent's visit, 868 males above 16 years of age on Saturday, March 4, and but 856 reported for work on the following Monday, 12 of them being absent on account of drunkenness, only 1.38 per cent, as compared with nearly 10 per cent before the change; this was considered a great improvement. On the other hand, such employers as have changed to the first or the middle of week state that the men are more willing to go directly home after working a full day, knowing that they must report for work the following day.

As a rule, the employers will not allow a man in their factory who cannot be depended upon. Workmen who cannot control their appetite for alcoholic stimulants sufficiently to enable them to attend regularly and properly to their employment find it difficult to secure situations, or to keep them when obtained. It is true, however, that in time of business activity, unreliable workmen, generally strangers, are often from necessity employed; but the first lull in trade is the signal for their summary discharge, and, as a rule, departure for other localities where their habits are unknown.

It sometimes happens that a workman of exceptional skill and value, whose intemperance is periodic in its nature, will in consequence of his normal worth escape the penalties usually meted out to his less fortunate companion, the weekly transgressor, and be re-instated in his situation upon the termination of his temporary industrial incapacity; but in such instances, the effects of the man's habits can be closely calculated by his regular employer, and their adverse influence upon his business provided for in a measure.

Whatever complaints are heard from employers as to intemperance come, as a general rule, from those in the less skilful branches of industry, and from the less important establishments, where the amount of weekly wages earned by the workman is comparatively small, such as small shoe stock manufacturers and other easily acquired trades. There is also complaint made by the employers of workmen in some of the rougher vocations, such as quarrying, while in all lines it is conceded that in hurriedly employing unknown workmen the likelihood of having persons of an undesirable class forced upon them is greatly augmented. There are

undoubtedly some absences from large establishments, employing many persons, which are for want of absolute knowledge charged to sickness; but many repetitions of the act are sure to lead to investigation and discharge.

In industries such as salt-fish curing, where the employees are employed off hand when a vessel comes in, and are paid by the hour while they work and are discharged as soon as the work is finished, the occasional absence of one of them would ordinarily lead to no inquiry regarding the cause, as their places are readily filled, and employees absent themselves if they choose, so that except from current report, employers would not be likely to know the reason for such absences.

It is worthy of note that local conditions have oftentimes much to do with troubles arising from the improper use of alcoholic liquors where they exist; thus, a factory making somewhat of a specialty, while located in Lynn, where license usually prevails, generally had about two per cent of its men absent on Mondays after pay day, but since its removal to a town where the sale of intoxicating liquors is not licensed, no trouble is experienced in this respect from practically the same men.

It was reported by several establishments in Salem that during the prevalence of no-license in recent years, very little trouble occurred from drunkenness among its workmen, but that, with the institution of the license system again, the workmen, deprived for some time of the opportunity of purchasing liquor, drank to excess, particularly after being paid off on Saturdays, causing a great deal of trouble from lost time; but as the men became accustomed to the new conditions of liquor selling, this trouble disappeared.

The season of the year also has its effect. It is asserted by some manufacturers that there is more loss of time among employees from the use of liquor in the Summer, when men can stay out of doors in comfort, than there is in the Winter.

PAY OF NAVY YARD WORKMEN.

As will be seen from the following Act, the wages of navy yard workmen are different in the several cities according to the prevailing wages for the same grades of employment in the respective cities.

Chap. 184. That the hours of labor and the rate of wages of the employees in the navy yards shall conform, as nearly as is consistent with the public interest, with those of private establishments in the immediate vicinity of the respective yards, to be determined by the commandants of the navy yards, subject to the approval and revision of the Secretary of the Navy. *Approved July 16, 1862. (Amends Act approved December 21, 1861.)*

The length of the working-day is eight hours in all navy yards, according to the provision of Rev. Stat. 1878, Title 43, Sec. 3738.

In this article we will consider the present rate of wages paid in the Boston Navy Yard (Charlestown) only. The following table shows the classification of occupations under Schedule A and Schedule B with number employed in each branch, the present daily rate of wages according to the four classes, and the average pay a day. Schedule A includes unskilled workmen, laborers, and helpers; Schedule B includes skilled workmen and mechanics.

CLASSIFICATION OF OCCUPATIONS.	Number Em- ployed	PRESENT PAY PER DAY				Average Pay per Day
		Classes				
		1	2	3	4	
<i>Schedule A.</i>						
Boys, boiler scalers,	13	\$1.52	\$1.28	\$1.04	\$0.80	\$1.34
Helpers:						
Blacksmiths',	95	2.00	1.76	1.52	1.28	2.00
Boatbuilders',	6	2.00	1.76	1.52	1.28	2.00
Boilermakers',	30	2.00	1.76	1.52	1.28	1.96
Brass finishers',	2	2.00	1.76	1.52	1.28	2.00
Chain makers',	68	2.32	2.00	1.76	1.52	2.27
Coppersmiths',	7	2.00	1.76	1.52	1.28	2.00
Electricians',	20	2.00	1.76	1.52	1.28	2.00
Galvanizers',	2	2.00	1.76	1.52	1.28	2.00
General,	134	2.00	1.76	1.52	1.28	1.98
House carpenters',	1	2.00	1.76	1.52	1.28	2.00
Iron finishers',	40	2.00	1.76	1.52	1.28	2.00
Joiners',	1	2.00	1.76	1.52	1.28	2.00
Machinists',	31	2.00	1.76	1.52	1.28	1.97
Molders',	9	2.00	1.76	1.52	1.28	2.00
Painters',	5	2.00	1.76	1.52	1.28	2.00
Plumbers',	15	2.00	1.76	1.52	1.28	2.00
Riggers',	24	2.00	1.76	1.52	1.28	1.98
Ropemakers',	23	2.00	1.76	1.52	1.28	1.96
Sawmill,	4	2.00	1.76	1.52	1.28	2.00
Ship fitters',	66	2.00	1.76	1.52	1.28	1.96
Shipwrights',	3	2.00	1.76	1.52	1.28	2.00
Hod carriers,	10	2.00	1.76	1.52	1.28	2.00
Holders-on,	23	2.32	2.08	1.84	1.60	2.21
Janitors,	4	2.24	2.00	1.76	1.52	2.00
Laborers, common	276	1.92	1.68	1.44	1.20	1.87
Rivet heaters,	30	1.52	1.28	1.04	.80	1.42
Shipkeepers,	16	2.00	-	-	-	2.00
Stable keepers,	1	2.32	2.00	1.76	1.52	2.32
Teamsters,	4	2.00	1.76	1.52	1.28	2.00
<i>Schedule B.</i>						
Blacksmiths,	17	3.28	3.04	2.80	2.56	3.12
Blockmakers,	4	3.04	2.80	2.56	2.32	3.04
Boatbuilders,	24	3.04	2.80	2.56	2.32	2.94
Boilermakers,	47	3.12	2.88	2.64	2.40	2.83
Boxmakers,	1	3.04	2.80	2.56	2.32	3.04
Cabinet makers,	4	3.04	2.80	2.56	2.32	2.98
Calkers and chippers, iron	26	2.80	2.56	2.32	2.00	2.74
Calkers, wood	17	3.28	3.04	2.80	2.56	3.28
Carpenters (house),	24	3.04	2.80	2.56	2.32	2.91
Chainmakers,	21	4.00	3.52	3.28	3.04	3.73
Coopers,	2	3.04	2.80	2.56	2.32	2.68
Coppersmiths,	6	3.36	3.12	2.88	2.64	3.32
Coremakers,	2	2.56	2.32	2.00	1.76	2.36
Die sinkers,	3	4.00	3.52	3.28	3.04	4.00
Drillers,	50	2.56	2.32	2.00	1.76	2.46
Electroplaters,	1	3.52	3.28	3.04	2.80	3.52
Engine tenders,	11	3.04	2.80	2.56	2.00	2.89
Engine tenders, locomotive	3	3.52	3.28	3.04	2.80	3.44
Engine tenders, stationary	7	3.04	2.80	2.56	2.32	2.94
Fasteners,	7	3.28	3.04	2.80	2.56	3.28
Finishers, brass	4	3.04	2.80	2.56	2.32	3.04
Finishers, iron	11	3.04	2.80	2.56	2.32	2.84
Firemen,	20	2.32	2.00	1.76	1.52	2.22
Firemen, furnace	8	2.32	2.00	1.76	1.52	2.08
Flange turners,	5	3.52	3.28	3.04	2.80	3.52
Forgers, heavy	17	4.56	4.32	4.00	3.76	4.07
Galvanizers,	2	2.80	2.56	2.32	2.00	2.80
Gardeners,	1	3.04	2.80	2.56	2.32	3.04
Hammermen,	2	6.00	5.28	4.56	4.00	6.00
Hammer runners,	5	3.04	2.80	2.56	2.32	2.94
Heaters, furnace	3	4.80	4.00	3.52	3.04	3.95
Heaters, smiths'	1	2.32	2.00	1.76	1.52	2.32
Horseshoers,	1	3.04	2.80	2.56	2.32	2.80
Hostlers,	1	2.32	2.00	1.76	1.52	2.32
Joiners, house	2	3.04	2.80	2.56	2.32	3.04
Joiners, ship	26	3.28	3.04	2.80	2.56	3.13

CLASSIFICATION OF OCCUPATIONS.	Number Em- ployed	PRESENT PAY PER DAY				Average Pay per Day
		Classes				
		1	2	3	4	
Schedule B—Con.						
Letterers and grainers,	1	\$3.04	\$2.80	\$2.56	\$2.32	\$3.04
Machinists, all-round	182	3.04	2.80	2.56	2.32	2.92
Machinists, electrical	10	3.28	3.04	2.80	2.56	3.21
Machinists, tool hand	20	3.04	2.80	2.56	2.32	2.78
Masons, brick	6	4.00	3.76	3.52	3.28	3.96
Mechanics, electrical	7	3.52	3.28	3.04	2.80	3.52
Melters,	3	2.80	2.56	2.32	2.00	2.80
Mill-men,	9	2.80	2.56	2.32	2.00	2.69
Millwrights,	9	4.00	3.28	3.04	2.80	3.23
Molders, green sand (iron or brass)	18	3.04	2.80	2.56	2.32	3.01
Molders, loam	1	3.52	3.28	3.04	2.80	3.52
Oakum spinners,	3	2.56	2.32	2.00	1.76	2.56
Ordnance men,	14	3.04	2.80	2.56	2.32	2.65
Packers,	12	2.56	2.32	2.24	2.00	2.21
Painters,	30	2.80	2.56	2.32	2.00	2.76
Pattern makers,	17	3.52	3.28	3.04	2.80	3.48
Pavers,	16	4.00	3.52	3.28	3.04	4.00
Pilers, scrap	1	2.32	2.00	1.76	1.52	2.00
Pipe fitters,	10	3.52	3.28	3.04	2.80	3.18
Plumbers (house),	3	3.76	3.52	3.04	2.80	3.76
Plumbers (ship),	10	3.52	3.28	3.04	2.80	3.35
Pressmen,	1	3.04	2.80	2.56	2.32	3.04
Punchers and shearers,	6	2.56	2.32	2.00	1.76	2.48
Reamers,	2	2.56	2.32	2.00	1.76	2.56
Riggers,	22	3.04	2.80	2.56	2.32	2.90
Riveters,	39	2.80	2.56	2.32	2.00	2.70
Rollers, iron	4	4.56	3.76	3.28	3.04	3.72
Ropemakers, all-round	42	3.04	2.80	2.56	2.32	2.63
Sailmakers,	27	3.04	2.80	2.56	2.32	2.96
Saw filers,	1	2.56	2.32	2.00	1.76	2.56
Sawyers,	3	2.80	2.56	2.32	2.00	2.80
Ship fitters,	51	3.28	3.04	2.80	2.56	3.00
Shipsmiths,	3	3.28	3.04	2.80	2.56	3.28
Shipwrights,	65	3.28	3.04	2.80	2.56	3.16
Slaters,	1	3.28	3.04	2.80	2.56	3.28
Sparmakers,	3	3.04	2.80	2.56	2.32	3.04
Stonecutters,	4	3.28	3.04	2.80	2.56	3.28
Tinners,	18	3.28	3.04	2.80	2.56	3.24
Toolmakers,	4	3.04	2.80	2.56	2.32	3.04
Tool sharpeners,	1	3.04	2.80	2.56	2.32	3.04
Trackmen,	12	2.24	2.00	1.76	1.52	2.04
Turners,	2	3.04	2.80	2.56	2.32	3.04
Upholsterers,	2	3.04	2.80	2.56	2.32	3.04
Varnishers and polishers,	1	2.80	2.56	2.32	2.00	2.80
Wharf builders,	4	2.56	2.32	2.24	2.00	2.56
Wiremen,	21	3.04	2.80	2.56	2.32	2.81
Wire workers,	3	2.80	2.56	2.32	2.00	2.80

In the following table are shown the unclassified occupations under the two schedules, the number employed, and pay a day :

OCCUPATIONS.	Number Em- ployed	Pay per Day	OCCUPATIONS.	Number Em- ployed	Pay per Day
Blockmakers (leading men),*	1	\$3.28	Mechanics, electrical (leading men),	1	\$3.76
Boatbuilders (leading men),*	1	3.28	Molders (leading men),*	1	3.76
Calkers (leading men),*	1	3.52	Pattern makers (leading men),*	1	3.76
Helpers, joiners (ship),	9	2.00	Plumbers (leading men),*	1	4.00
Joiners, ship (leading men),*	2	3.52	Riveters (leading men),	1	3.04
Laborers (leading men),	7	2.16	Ship fitters (leading men),	4	3.52
Laborers (quartermen),	1	2.72	Shipwrights (leading men),	3	3.52
Machinists (leading men),*	1	3.28	Sparmakers,	1	3.28

* Under Schedule B; all others are under Schedule A.

Quartermen employed under Schedule B receive 80 cents a day over the rate provided for men of the first class of the trade involved, but this does not apply to quartermen in charge. Leading men under this schedule receive 24 cents a day over the rate given to men of the first class. All apprentices up to 17 years of age receive 20 per cent of first-class pay ;

up to 18 years, 30 per cent; up to 19 years, 40 per cent; up to 20 years, 50 per cent; and up to 21 years, 60 per cent.

In regard to the schedules, the navy regulations provide that no person other than workmen of the trades specified in the approved schedules shall be employed in any navy yard, except under a written appointment by the Secretary of the Navy. Nor shall any person borne in these schedules be employed otherwise than in the line of his trade, unless after transfer with Department's approval to Schedule D.

Article 1675 of the United States Navy Regulations of 1893 relating to wages of navy yard workmen follows:

1. The rate of wages of employes shall conform to the standard of private establishments in the immediate vicinity of the respective yards, to be determined by the commandant, subject to the approval and revision of the Navy Department.

2. The commandant of each yard shall appoint a number of officers who shall make diligent inquiry at the principal private mechanical establishments in the vicinity of the yard as to the rate of daily wages paid to the workmen of different classes in each trade included in the trade schedule of the yard, and shall report quarterly to the commandant the result of such inquiries, and recommend rates for the payment of workmen of corresponding classes and trades at the yard. The commandant shall then forward to each bureau, in duplicate, a quarterly schedule of wages under that bureau as approved by himself, and when approved by the bureau and the Navy Department the schedule shall remain in force during the ensuing quarter.

3. When the board submits to the commandant the proposed quarterly schedule of wages, it shall also make a separate report stating in full all changes from the schedule approved for the previous quarter which involved an increase or reduction in the wages of any class or trade, with the reasons therefor, and the report will be forwarded by the commandant with his recommendations to the bureau concerned.

4. When new trades are added to the trade schedule of the yard on recommendation of the commandant, with the Department's approval, as provided in Art. 1663, the commandant shall immediately cause the board on wages to ascertain the proper rate of wages therefor in the usual manner. Their report shall be transmitted for approval, and the rates thus fixed shall be included in the next quarterly schedule of wages.

5. The quarterly schedule of wages shall not include the civil establishment, provided for by statute or special employments (Schedule D) authorized by departmental order, the pay of which is fixed by the statute or order creating them, but shall be confined exclusively to the approved trade schedule of the yard with approved additions to date.

Article 1679 of said regulations provides that all mechanics and laborers shall be paid twice a month upon dates not more than 10 days after the expiration of each month or half month.

The following provisions are taken from Volume I, United States Compiled Statutes of 1901, and relate to the working conditions, vacations, holidays, etc., of navy yard employees.

Sec. 1543. Master workmen. The persons employed at the several navy yards to superintend the mechanical departments, and heretofore known as master mechanics, master carpenters, master joiners, master blacksmiths, master boiler-makers, master sail-makers, master plumbers, master painters, master caulkers, master masons, master boat-builders, master spar makers, master block-makers, master laborers, and the superintendents of rope-walks shall be men skilled in their several duties and appointed from civil life, and shall not be appointed from the officers of the Navy. (*Act June 17, 1868, c. 61, § 1, 15 Stat. 69.*)

Sec. 1544. Laborers, how selected. Laborers shall be employed in the several navy yards by the proper officers in charge with reference to skill and efficiency, and without regard to other considerations. (*Act May 23, 1872, c. 195, § 1, 17 Stat. 146.*)

Sec. 1545. Salaries; per diem compensation. Salaries shall not be paid to any employes in any of the navy-yards, except those who are designated in the establishments. All other persons shall receive a per diem compensation for the time during which they may be actually employed. (*Act July 14, 1862, c. 164, § 1, 12 Stat. 564.*)

Sec. 1546. Requiring contributions for political purposes at navy yards. No officer or employé of the Government shall require or request any working man in any navy yard to contribute or pay any money for political purposes, nor shall any working man be removed or discharged for political opinion; and any officer or employé of the Government who shall offend against the provisions of this section shall be dismissed from the service of the United States. (*Act March 2, 1867, c. 172, § 3, 14 Stat. 492.*)

Force at navy yard not to be increased before election. . . . And no increase of the force at any navy yard shall be made at any time within sixty days next before any election to take place for President of the United States, or members of Congress, except when the Secretary of the Navy shall certify that the needs of the public service make such increase necessary at that time which certificate shall be immediately published when made. . . . (*Act June 30, 1876, c. 159, § 1, 19 Stat. 69.*) This is a provision of the naval appropriation act for the year ending June 30, 1877, cited above.

Leaves of absence to employés of navy yards, etc. That each and every employé of the navy yards, gun factories, naval stations, and arsenals of the United States Government be, and is hereby, granted fifteen working days' leave of absence each year without forfeiture of pay during such leave: Provided, That it shall be lawful to allow pro rata leave only to those serving twelve consecutive months or more: And provided further, That in all cases the heads of divisions shall have discretion as to the time when the leave can best be allowed without detriment to the service, and that absence on account of sickness shall be deducted from the leave hereby granted. *Act February 1, 1901, c. 190. (31 Stat. 746.)*

Holidays. All per diem employés of the Government on duty at Washington, including employés of the navy yard, are allowed as holidays the first day of January, the twenty-second day of February, the fourth day of July, the twenty-fifth day of December, and such days as may be designated by the President as days for national thanksgiving, by Res. Jan. 6, 1885, No. 5; and Memorial or Decoration Day is also made a holiday for all per diem employés of the government by Res. Feb. 23, 1887, No. 6, post, following Rev. St. § 1790.

Half-holidays have been granted employees at the Washington Navy Yard under the following order of the Navy Department of June 13, 1904; action was based on a statute applicable to the District of Columbia only.

The President having under consideration the question of having a half-holiday during the summer months for the employés of the Yard under your command, the Superintendent of the Naval Gun Factory has recommended, if such a holiday be granted, that it be done in the following manner:

"Such employés as are present on Saturdays during the months of July, August and September, whose services can be spared, will be excused for the last half of the day, and those whose services cannot be spared, and who are required to work the full eight hours, will be allowed the one-half day on such other Saturdays, when in the discretion of the Superintendent of the Naval Gun Factory, or heads of their respective departments, their services can be spared."

You are therefore directed to grant such half-holiday in the manner above set forth.

LABOR LEGISLATION IN MASSACHUSETTS FOR 1904.

The current labor laws of Massachusetts are printed in full each year in that Part of the Annual Report of the Bureau entitled Labor and Industrial Chronology.

The following summary shows the labor laws passed during the 1904 session of the Massachusetts Legislature:

Chap. 233. Authorizes the Boston Protective Department to pension its employees.

Chap. 311. Relates to the employment of mechanics and laborers in the construction of public works.

Chap. 313. Relates to the powers of the Board of Conciliation and Arbitration in time of strike or lockout.

- Chap. 314.* Regulates removals and suspensions from office and employment in the classified civil service.
- Chap. 315.* Relates to hours of labor of members of fire departments in cities and towns.
- Chap. 327.* Provides for the pensioning of permanent members of police and fire departments in towns.
- Chap. 334.* Relates to time for voting allowed employees of certain establishments.
- Chap. 335.* Provides for registration of the insignia of societies, associations, and labor unions, and to prohibit unauthorized use of same.
- Chap. 343.* Prohibits the corrupt influencing of agents, employees, or servants.
- Chap. 347.* Provides for protection of operatives in factories from injury by flying shuttles.
- Chap. 349.* Provides for protection of persons furnishing materials or labor for public works.
- Chap. 373.* Relates to liens for labor and material furnished in the construction of street railways.
- Chap. 397.* Extends the provisions of the 58-hour law for women and minors so as to include the month of December.
- Chap. 430.* Provides for appointment of two additional members of District Police to serve as inspectors of factories and public buildings.
- Chap. 432.* Relates to age and schooling certificates of minors.
- Chap. 460.* Relates to the observance of the Lord's Day.
- Chaps. 67, 68, and 69 (Resolves).* Appropriate money to the trustees of Lowell Textile School, New Bedford Textile School, and the Bradford Durfee Textile School of Fall River.
- Chap. 99 (Resolve).* Provides for an investigation as to sanitary and other conditions affecting the health or safety of employees in factories and other establishments, to be conducted by the State Board of Health, Chief of the District Police, and the Bureau of Statistics of Labor.

INDUSTRIAL AGREEMENTS.

The presentation of joint trade agreements was begun in Labor Bulletin No. 28, November, 1903, and will be continued.

Boston.

BOOT AND SHOE WORKERS.

Thomas G. Plant Company and Employees.

In order to prevent, as far as possible, the happening of misunderstandings between employer and employees in the business of the Thomas G. Plant Company, and to arrange for a fair settlement of questions that may from time to time arise, it is mutually agreed between the Thomas G. Plant Company and each of its employees as follows:

1. It is the right of every employee to bring his grievances to his employer at the proper time and in a proper manner, and to fully state his reasons for them. The fact that he does so shall not be in any manner prejudicial to him.

2. Any grievance affecting three or more employees of the Thomas G. Plant Company, and not satisfactorily adjusted with the head foreman of the department in which they work, shall, upon request of any three of the employees affected, be brought before the superintendent.

3. In case they are not able to settle the matter after an honest endeavor to do so, it shall be referred to the manager or officer of the Company.

4. In case the Company and its employees are unable thus to effect an amicable settlement, both parties to the differences shall sign an application to the State Board of Conciliation and Arbitration to make a decision, and this decision shall be accepted as final and binding on both parties to this agreement.

5. When an agreement is about to be presented, or pending settlement of any grievance, we and each of us agree that there will be no strike or lock-out, and the employees will continue to fill their positions as if said grievance did not exist.

6. Should three or more employees cease work with the evident intention of enforcing any demand, then said employees shall not be considered employees of the Thomas G. Plant Company, and will not be again employed by said Company.

7. Subject to the provisions of Section 5, the Company reserves the right to hire and discharge any one at any time.

STABLEMEN.

Employers' and Stablemen's Protective Union No. 10683.

1. The employer agrees to hire only members in good standing of said Stablemen's Union for positions, and one member in each stable shall be allowed to act as representative of the Union without discrimination.

2. The minimum rate of wages a week for stablemen shall be as follows:

Carriage washers,	\$15
Harness cleaners,	14
Horse clippers,	14
Floor men,	14
Hostlers,	12

3. No hostler shall take care of more than 10 private boarding horses or 12 hack and wagon horses.

All watching over time shall be paid for at the rate of time and a half; hours of labor shall be 12 hours a day, one hour for dinner. Each man shall have every other Sunday, in morning or afternoon off, in turn. If he be asked to work on Sunday off, he shall receive one dollar for same.

4. No horse shall be clipped on Sunday.

5. It is hereby mutually agreed that the Stablemen's Union will not cause or sanction any strike, and that the employer will not lock out any member of said Stablemen's Union while this agreement is in force. All questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to the State Board of Arbitration, and the decision of said Board shall be final and binding upon said Stablemen's Union 10663 and the employer.

6. This agreement shall remain in force until March 1, 1905. Should either party wish to alter or annul this agreement, he shall give a written notice thereof, to the other party, two months before expiration of this agreement, and if the parties fail to give such notice, this agreement shall continue in force until such notice is given.

Milford.

GRANITE CUTTERS.

Employers and Milford Branch of Granite Cutters National Union.

The wages for granite cutters shall be 40 cents an hour minimum.

Eight hours shall constitute a day's work for the first five days of the week, and five hours on Saturday, from April 1 to October 1; from October 1 to April 1, eight hours a day six days in the week.

Blacksmiths shall be paid the same as cutters.

Where a power grindstone is provided 13 cutters shall constitute a sharpener's gang. Where a power grindstone is not provided, 11 cutters shall constitute a gang. A drill sharpener's gang shall not consist of more than 16 men.

All work done outside of the regular working hours shall be counted as overtime and paid for once and one-half. Double time shall be paid for Sundays and the following holidays: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. There shall be no overtime work except in cases where it is absolutely necessary to finish a stone or two that may be wanted immediately, or in case a stone has been delayed in quarrying or has been spoiled in cutting or handling.

No surface cutting machines shall be worked in the cutting shed during working hours.

Hours of labor shall be from 7 A.M. to 4 P.M. with one hour nooning, from April 1 to November 1; and from November 1 to April 1, the hours shall be from 7.30 A.M. to 4 P.M., with one-half hour nooning.

Wages shall be paid weekly, and not more than one week's wages shall be retained. Workmen shall be paid during working hours. All workmen discharged shall be paid at once in money. Any workman leaving a yard shall be paid in full or given a due bill payable in full the next pay day.

Suitable sheds shall be provided for cutters for shelter from sun and rain, to be heated in cold weather.

There shall be an agreement drawn up between employers and apprentices to have them serve three years with one firm, and that no improvers shall be allowed.

All workmen on granite cutting machines shall be members of the Granite Cutters National Union.

One surface cutting machine shall count as four men on a sharpener. Three surface machines shall count as one gang. One pneumatic plug drill shall count as two men.

Any dispute arising between employers and employees shall be submitted to a committee representing both parties, said committee to be known as the grievance committee.

The above bill of prices and regulations shall take effect April 1, 1904 and continue to April 1, 1907; after that date, should either party desire, a change may be made provided notice shall have been given three months previous to April 1, and this bill shall continue in force from year to year until notice is so given in any year.

Springfield.

BOTTLERS AND DRIVERS.

Employers and Bottlers and Drivers Union No. 143.

1. The proprietors of bottling establishments of Springfield and vicinity herewith agree to employ only union help in the bottling departments, and also agree to employ only such men as can show a membership card of a union affiliated with the International Union of the United Brewery Workmen of America.

2. No foreman shall be allowed to perform the work of any employee in the bottling department.

3. Nine consecutive hours shall constitute a day's work (including one hour for meals) during the months of October, November, December, January, February, and March. The rest of the year 10 consecutive hours including one hour for meals shall constitute a day's work.

4. The employer shall have the right to engage help as provided in Section 1; the same right is reserved by the employer to discharge help, but the man so discharged is entitled to and must receive a fair and impartial hearing before a committee representing both the employer and the employee.

5. Each employee shall have the right to live and board where he chooses. No help shall be hired upon the recommendation of a saloon-keeper or customer.

6. Each employee shall receive beer free of charge four times a day.

7. On Sundays drivers shall work one hour free. In case more work is necessary the men shall be paid at the rate of double time.

8. In case of slack business, as many men as necessary may be laid off, not longer than one week at a time, all men taking their turn. No employee shall be allowed to work overtime as long as men in the same department are laid off.

9. Extra help hired between April 1 and September 1 shall not be considered as regular employees, and shall be entitled to temporary work only, but they shall be given preference in rotation whenever a vacancy occurs, providing they have been perfectly satisfactory as temporary employees.

10. Services done by employees in the interest and for the benefit of the union shall not be taken as causes for discharges or discrimination, but the employer must be notified 24 hours before, when and how long the employee will be absent.

11. Overtime shall be paid for at the rate of 30 cents an hour.

12. Employers have no right to keep back any part of wages.

13. No help shall be hired under 18 years of age.

14. Former higher wages shall not be reduced.

15. Wages: Payable weekly, for a full week's work:

First workman,	\$15
Drivers,	14
Rackers,	13
Packers,	13
Machine operators,	12
Rest of workmen,	10

16. Sickness shall be no cause for discharge; after recovery the employee shall receive his former position.

17. Each employee shall be promoted in rotation, provided there is a vacancy and the respective employee is capable of filling the position.

This agreement shall be in force until April 1, 1907, and continue indefinitely unless notice of a desire to change is given by either party three months before April 1 in any year, and specifications of proposed changes must be submitted at least 60 days prior to April 1.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles, the date of publication, when known, being also given.]

The Eight-hour Workday.

There is a side to this shorter workday question that is not considered in any discussion of it that I have seen. That is the domestic side. The growth of cities, the increase in rentals throughout the more accessible parts of cities have driven the workman farther and farther from the factory where he works. Even though he finds living rooms near his work, in a few months he is out of work there and finds another job only in a plant miles away. He cannot move from Bronx to Battery, from Stock Yards to Goose Island every year or two. With the uncertainty of street-car transportation in any city that I know, the man who is an hour's ride from his work must leave his home an hour and a half before working hours to be even fairly sure of being at his post on time. If he must leave his house for work at 5 A.M. the wife must be up by 4 to get him his breakfast. If leaving the factory at 6 P.M. it is 7.30 when he gets home, she cannot have supper (the workmen still call it supper) before 8 or 8.30 o'clock, and she cannot "get her work done up" much before 10. A weary, endless day of toll for the wives of the working poor is what we see in every city. Perhaps ten hours is not, in some cases, too long for a man to work, but add an hour required to get to his work in the morning, and an hour for him to get home at night, then an hour before that for his wife to get his breakfast, and an hour after that for her to get through with her supper work, and you've got a day too long for any wife to work. Better look a little bit after the "working conditions" of poor men's wives if you really want to make better citizens out of her sons. Give her a chance; she can do it better than you can. Make her patriotic; she will attend to the boy. She has the mother instinct backed by the mother's love for her allies, and these beat the "patriotism in the public schools" with text-books and flag-day adjuncts, worse than the bookmakers beat the bettors at the races.

To listen to the sentiments of some of the wives of workmen, mothers of boys, in the poorer districts of Chicago and New York, is to be convinced that no outside agency can make a lover of his flag out of that woman's son. She hates every hour she

is awake. She hates the government, the church, the union, the non-union, the police, the teacher, every waking hour she lives to hate, and nearly all of her hours she is awake, and right there is the trouble. What she needs is sleep. Since she is such a hater while awake, let her sleep. There is a whole lot of good citizenship for boys in the shorter day for men in city factories and the consequent longer nights for women.—*Ethelbert Stewart in the Commons.*

The time is not so far off when eight hours will be the working-day throughout the United States for wage workers. The reform was inevitable upon the general introduction of labor-displacing machinery. Philosophers are discussing the effect of the curtailment of production by the cutting off of a fifth to a quarter of the workday, but we think the effect will be wholesome. Men are not obliged in morals or interest to give up their whole lives to physical toll. The richest countries are not those where labor is the incessant lot of man.

But the disposition of the leisure afforded by the shortened workday is a serious question. If the workmen utilize it for their useful improvement it will add more to their useful capital than all the strikes ever inaugurated or all the wage schedules forced out of the changing conditions of the day. The opportunity is at hand for a union of mind and muscle. The laborer is rating upward. As he develops there will be less and less a tax upon his physical energy, but more and more a demand upon his intellectual faculties. If he thinks that the hours saved from his labor are to be used as the loafer and lounge use their leisure the shorter day will be a curse, not a blessing. So broad is the field and so inviting the prospect in the wide range of opportunity that there is no time for idle hours. The "gentleman of leisure" is a fraud and incubus and has no proper place in the economy of nature.

The shorter workday will be valuable only as it serves to afford opportunity for the achievement of a better and broader knowledge of life, a higher appreciation of the responsibilities of living and the cultivation of a more useful intelligence. Out

of such opportunity a race of men should arise superior in citizenship, superior in the dignity of their ideals—men who will need to fear no competition, but who will rather invite it. Let us hope that the shorter workday will be, as it ought to be, the beginning of a mighty intellectual popular development. — *Sacramento (Cal.) News.*

The Telegraph urged the enactment of an eight-hour law, and such a law would have been passed if it had not been killed by the democratic Senate after passing the republican House. Just before the close of the session the state Senate passed a resolution withdrawing its conference committee on the eight-hour bill and making no request for further conference. This left the House powerless to act further on the bill, and, there being no further business, it adjourned.

The Legislature failed in its duty, but what did this have to do with the strike of the millmen and the miners, or with the bloodshed which accompanied these strikes? Absolutely nothing, either directly or indirectly. Mr. Baker's statement to the contrary is manifestly due to ignorance of the facts. The clause in the democratic state platform to the contrary is put in with a full knowledge of its falsity and for political purposes only.

What are the facts? The eight-hour day had been in effect in nearly all the metalliferous mines in the state for years. The first strike which led up to the miners' strike was ordered by President Moyer at the Standard mill, Colorado City, on February 14, 1908. This was nearly 50 days before the eight-hour law was killed in the state Senate. Surely it is not reasonable to think that Mr. Moyer ordered the strike because he thought the Assembly might fail in its duty at some future time!

But the more important fact is that the millmen did not even mention "eight hours" in their first demand, for the good and sufficient reason that the eight-hour day had been in effect in the Standard mill for five years. They asked for more wages and recognition of the union, which their employers refused to grant. Three days after this first strike occurred Mr. Moyer said in public that he might call out the Cripple Creek miners working in mines shipping to this mill. What did the eight-hour question have to do with this? The eight-hour day had been in effect in Cripple Creek for 10 years. On March 18, 19 days before the eight-hour law was killed, Mr. Moyer carried out his threat and the union miners at the mines shipping ore to the Standard mill quit work. This was done for the declared purpose of forcing the mill to accede to the union's demands or close down. — *Colorado Springs Telegraph.*

The interests of all classes, including those of labor, cannot avoid being injured by attempts upon the part of either government or civil organizations looking to the arbitrary regulation of industry. Therefore, eight-hour, anti-injunction and national arbitration bills are to be utterly condemned as being dangerous innovations in government and certain to affect disastrously the national welfare.

There could be no freedom if only a certain portion of the people had the right to contract for the sale of their labor or services. The employer should not be influenced by any other consideration in the hiring of men than the ability, fitness and loyalty of the applicant. It is only by following a policy of this kind that merit can receive its just reward and the highest measure of success secured in industry.

Therefore it is the plain duty of the employer to resist to the uttermost the closed shop demand of organized labor.

Since it is his moral duty not to discriminate between union and independent labor, it is his duty through organization to demonstrate to the general public that he should not be forced into becoming an involuntary party to such discrimination. I do not believe that the general public will support organized labor in its efforts to compel the employer to become its business agent, for such he would become if he be forced to refuse employment to men because they do not belong to the union.

The leaders of organized labor will be relieved of a great deal of the burden of maintaining the membership of their organization if the employers could be compelled to keep up this membership for them. Therefore, in not resisting the efforts of the labor agitators to make them their tools in the work of fastening the shackles of the despotism upon labor, the employers are gravely lacking in the duty they owe to labor in general. The employer has a legal right to employ only union men if he chooses, and the members of a union have the legal right to refuse to work with independent labor. But I maintain that neither the employer nor the members of the union have any moral right in either case to discriminate against men who do not care to belong to certain organizations.

If the union persists, however, in discriminating against the independent laborer by refusing to work with him, their legal right to discriminate ends with their refusal to work. No union has the legal right to prevent the independent laborer from working, and neither has it the legal right to compel the employer not to hire the independent workman. The employer is not to be expected to employ other men, who are also seeking to invade his rights in other respects. The unions must understand that, while men have the right to organize any associations they see fit, there is this qualification that the acts and purposes of such associations shall not be contrary to law and the spirit of American freedom, and they must understand that those who join associations which seek to discriminate against other men may expect in time to find themselves discriminated against. — *From address of D. M. Parry at the Citizens' Industrial Association of America at Indianapolis, Ind.*

A careful and unprejudiced examination of the interesting and important information elicited before the House Labor Committee in New York will convince any fair-thinking and intelligent mind that the proposed Eight-Hour Bill is not only immoral and wrong to Labor, but also to capital, and that it is equally impolitic and unconstitutional.

Every man has an absolute right to conduct his own business in accordance with the dictates of his own best business judgment, just as every man has an absolute right to work, who has nothing but his hands and dexterity to live by, whether he belongs to a union or not and without molestation or intimidation; and the irrefragable and authoritative statement of these rights as affecting the employers and the employees is one of the most serious, political, economic and social matters with which this country has been confronted during its entire history. The questions of slavery and secession were to a great extent merely local and could therefore have been dealt with or extirpated without uprooting the very foundations of social life; but the consideration of the question now before us is eating

like a canker, from East to West, and from North to South, into the very vitals of our constitutional system, abrogating and paralyzing the fundamental rights of the citizen. Many things are capable of being changed in many directions, as, for example, our dress, our language, our religion, and our system of government; as a matter of fact most of these things are changed from time to time; but "there are certain things which we cannot change, and one of these is the fundamental relation of the employer and the employee."

Fighting and working may be said to typify the two great collective activities of man; but in each of these it is absolutely essential that a few men of exceptional experience and capacity should and must assume the command and the responsibility. In the case of a fighting organization, such as an army, irrespective of all changes which may be necessary from time to time, it must be commanded and directed by its officers from the lowest official rank to the highest; moreover there must be complete discipline, and every command must be carried out with alacrity or the destruction of the whole army would be imminent and inevitable. On the other hand, in the industrial world there must be those leading men to give the orders, to assume responsibility, to know what is to be bought and when to buy, to know what is to be done, and how it is to be done, and when and how it is to be sold; and thus it comes about that there can never be a time when there are not a few persons, relatively, who have control of the implements and machinery of production, and who must have large armies of working men under them. This fact must be universally recognized and conceded, and all attempts, of whatever kind, to ignore this fundamental and permanent fact must be not only pernicious, but unwarrantable and illusory.

This proposed Eight-Hour Bill urges the Congress of the United States to "inflict heavy penalties on any employer who falls within its provisions for permitting a man to work more than eight hours a day." The work may be hard or easy, the man may be strong or weak, unable to afford to go without work, may have a family dependent upon him or may not; and we are told that labor demands such a tyrannical law to be passed, a law involving the denial to an individual workman of the opportunity or privilege of working!

This bill means far more than the maintenance of an eight-hour day on all government work by contractors and sub-contractors, for its inevitable result would be to force on all concerns taking government contracts an eight-hour day for their entire plants, and consequently would force every contracting plant to pick out a special force and put it on an eight-hour basis. There could be no shifting of men from one job to another and the whole organization of most plants would be deranged, so that new equipment would, in most cases, have to be provided and the government work would necessarily become concentrated in the hands of a few concerns, or every shop would have to organize on an eight-hour system. It would, moreover, mean an increase of 25 per cent in the price of government contract work, and thus entail an increase of almost 25 per cent in the cost of all work not done by the government itself.

Few persons want the Eight-Hour Bill at such a price, and only a moiety of the 15 or 20 per cent of the population belonging to the labor unions want it. A few leaders are insisting upon the passage of the measure, and on their behalf, and for their

benefit, the country is asked to increase its expenses anywhere from 10 to 15 per cent.

The bill, if passed, would really be more detrimental to the employee than the employer, and it would tax the whole people for the benefit of a special class, would increase government expenses, and constitute a dangerous interference with the industry of the country. Why should American industry be hampered and the opportunities for employment be reduced by making it impossible for those taking government contracts to compete with others in the same line in this country or abroad?

Furthermore, the proposed bill is unworkable and unconstitutional, and it stands as the completest recent example of bad statute-making. It is unintelligible, for, if it applies only to a few, its advocates are welcome to try to excuse this discrimination and this wrong. If it applies to many, the confusion and the loss, and the arbitrary and inexcusable wrong, apply to many, perhaps several thousand. In any case the discrimination against the free and ambitious American working man, who wants to work in his own time and in his own way, is absolutely great and all embracing. It may be possible to fool him for a certain length of time, but not for always. Indeed he has learned enough about this ruinous and absurd proposition to know that even if it were effective in the case of perhaps several thousand government contractors and sub-contractors, to drive them to an eight-hour basis for their merchant work as well as for their government work, the result would be disastrous to him. He is perceiving now, as he did before the labor agitator got hold of him, that his best friend is his employer "who is so good a friend to him that he will not pay wages that the business will not stand; that he will not shorten the hours against the requirements of the business and the men; that he will not, in a word, do anything except for the advantage of the enterprise and hence to the advantage of the man so far as his lights instruct him as to the wisdom of such a course."

It is, we think, self-evident that concerning the constitutionality and expediency of regulating the hours of labor uniformly to all sorts of conditions and laborers, this proposed Eight-Hour Bill is nothing but a delusion and a snare, pernicious in its proposals, utterly impolitic and unconstitutional in its conception and in every way unworthy of the intelligent and honest minded working-men of this free and enlightened Republic.—*Boston Journal of Commerce.*

It is flippant libel upon the laboring class which for more than half a century has been constantly repented but never sustained, viz.: That the reduction of the hours of labor tend to lower wages, raise prices, increase idleness, dissipation, and drunkenness.

The elimination of poverty, ignorance, pauperism, intemperance, crime and their accompanying evils moves parallel with and proportionate to the increase of the social opportunities of the laboring class.

Employers of labor in the United States or of any other country, who have the eight-hour system of labor, all bear testimony to the general good resulting from the change. If the results were different, if business did not easily and readily adjust itself to the change of an eight hour workday, is it not strange that there is no body of employers (and the writer does not know of a single case) which has ever given the system a fair trial, say of one year, which would ever return to the old régime of a nine-hour or a longer workday?

Those who have carefully observed the changes which have come to the working-man from a reduction in the daily working hours, have marked most gratifyingly the fact that they have become most temperate in the liquor as well as other habits.

Who can look on the vast army of unemployed workless workers, without feeling and recognizing that a great wrong is being perpetrated upon them. Certainly, there may be some now who would not work were it offered them, but observers will note that these are rare exceptions, and even they have become careless or reckless by easy stages on the downward grade, demoralization caused by periodical and then permanent enforced idleness by reason of inability to secure employment.

Beyond doubt the saddest sight is to see a man, with wife and children looking to him as the breadwinner, without work, without food, without hope. That unemployed men are demoralized men is soon learned by those who frequently have an opportunity to come in contact with them; that their courage soon gives way to despair, losing self-respect, early forfeiting the respect of others—go down and further down until society, in its might, has its hand raised against them. Society regards them as its enemy; the feeling becomes mutual.

The demand for a reduction of the hours of labor is not an abnormal dream of a few fanatics, but is one of the natural and inevitable tendencies of a progressive civilization. Although there is no international organization there is an international movement in this direction.

Even in Germany the demand for eight hours has been voiced by a strike of nearly one hundred thousand laborers which showed such clearness of purpose and directness of action that the emperor, leading capitalists and statesmen have formally recognized it as a legitimate question demanding immediate consideration.

In England they have already reached nine hours, and are now asking for the next step toward eight. The same movement is taking form in France and Belgium.

Hence, not to take up the question in this country is to fall to keep pace with the countries of the old world in matters of industrial reform. There is no fact in society more certain than that the country whose laborers are compelled to work the greatest number of hours to earn a living, and hence have the least time for social, moral, intellectual and political development, can not permanently keep at the head of civilization.—*Labor World, Pittsburg, Pa.*

RECENT LEGAL LABOR DECISIONS.

The right to strike and the right to work. About May 7, 1903, business agents of International Brotherhood of Electrical Workers, Local 376; International Association of Mechanics District Lodge; Brass Workers Union No. 137; and Brass Molders, Local 83 called upon the Kellogg Switchboard & Supply Company and presented certain draft of agreements, and insisted upon their being signed by the company's officers, informing them that unless they were so signed the unions would call a strike.

The conditions of said proposed articles of agreements were considered so arbitrary and unreasonable that the company refused to cause the same to be signed, whereupon notice was given to the employees to strike. Since May 7, 1903, the strike has continued.

This was the beginning of a stubbornly contested controversy between the local unions and the company, which resulted in the issuing of a temporary and a permanent injunction, the arrest and fining of a number of persons for assault and battery, intimidation, picketing, etc.

The Superior Court of Cook County rendered a decision in regard to assaults and picketing, and it was from the decision of this court that an appeal was taken to the Appellate Court of the first district of Illinois. The appellants were:

Jacob Christensen, sued as George Christensen.
C. E. Doty.
Charles Heinig, sued as Charles Heine.
Andrew Emerson.
Fred Wagner.
A. Mashek.
John O'Brien.
Thomas Queenan.
Lee S. Fisher.
John Brent.
Charles Evans.

The strike and its consequences have been matters of newspaper comment since the inauguration of the strike and need no reference here. The following is the decision rendered by Hon. Francis Adams, Presiding Judge of the Appellate Court, rendered on May 12, 1904. The decision was concurred in by Justices Windes and Ball.

The lengthy statement preceding this opinion has been made for the reason that other appeals from the judgments mentioned in the statement are pending here, and so that this opinion may, in part at least, apply to such other appeals. The appellants are defendants to the bill, and all the appellants, except Fisher and John Brent, admit knowledge of the injunction, and the last mentioned two do not deny such knowledge, nor do their counsel, although such knowledge is averred in the petitions to which they are respondents; and they having been prominent in the strike and its prosecution, as admitted by their counsel, and the greatest possible publicity of the injunction being shown by the evidence, it is next to impossible that they were ignorant of it.

Counsel object that the bill is insufficient on which to base an injunction. *Christensen v. Kellogg Switchboard & Supply Co.*, 110 Ill. App., 61, was an appeal from the order granting the injunction, and appears to have been thoroughly considered. The court in that case considered the sufficiency of the bill to warrant an injunction, and held it sufficient and the injunction valid. All questions decided in that case, and also all questions which might have been decided, if properly presented, are *res adjudicata* as to all parties to the bill. As to appellants not parties to the bill, we perceive no good reason for dissenting from the opinion that the bill is sufficient and the injunction valid. On the contrary, we concur in the decision.

It is also contended that the informations on which the several contempt proceedings were based are and each of them is insufficient, in not more particularly alleging facts, and counsel urge that these objections go to the jurisdiction of the court. The court had jurisdiction of the persons of the defendants to the bill, and of the subject matter of the bill, and had power to issue an injunction, and, in proceedings for contempt, in violating the injunction, no defense can be made on the ground of irregularity, or that there was error in the proceedings. (*Dickey v. Reed*, 78 Ill., 261, 279; *Leopold v. The People*, 140 Ill., 552, 557; *People v. Weigley*, 155 Ill., 491, 501; *Clark v. Burke*, 163 Ill., 334, 337.) In *Dickey v. Reed* the court say: "Where the court has power over the subject matter, and authority to take such jurisdiction, and the court acts, its process must be obeyed," etc. In *Leopold v. The People* the court say: "If the court has jurisdiction of the parties and legal authority to enter the order, then a party cannot stand in defiance of it, however improvidently or erroneously made." In *Clark v. Burke*, the court say: "It is well settled that in a proceeding for contempt, in failing to obey an order of the court, the respondent may question the order which he is charged with refusing to obey only in so far as he can show it to be absolutely void, and cannot be heard to say that it is merely erroneous, however flagrantly it may appear to be so." (See, also, *Clay v. The People*, 94 Ill. App., 598, 600, and *ex parte Richards*, 117 Fed. R., p. 698.)

In the present case we think the petitions amply sufficient. That it is not necessary that one shall be a party to the bill, or officially served with the writ in order for him to be bound by the injunction, but only that he shall have actual notice of it; see *High on Injunctions*, 3rd ed., sec. 17, and *ex parte Richards*, 117 Fed. R., 658, 662, and cases cited. It is contended that the contempts are criminal, and, therefore, appellants should have been discharged on their answers. The relief sought is a permanent injunction, and preliminary thereto a temporary one of the same character as the permanent one prayed. Manifestly the preliminary injunction is for the benefit of the complainant and, therefore, its enforcement is for its benefit.

As counsel for appellants say, in their argument in *Hopkins v. The People*, general number 12275, which is error to reverse two of the judgments in question, "An injunction without contempt proceedings would be of no value," which is true on the hypothesis that the persons enjoined should seek to violate the injunction. The injunction and its enforcement being for the complainant's benefit, the proceedings must be regarded as civil. We regard the case of *Loven v. The People*, 158 Ill., 159, as conclusive of the question. In that case *Loven*, a former employee of the complainant in the bill, had learned, while in complainant's employ, about certain medicines known by certain names, which the complainant had the exclusive right to manufacture and sell under those names, and was fraudulently selling medicines under the names of complainant's medicines, and practically stealing the complainant's business. A permanent injunction was granted enjoining *Loven* in the premises. Subsequently contempt proceedings were instituted against *Loven*, and the court adjudged him guilty and that he be committed to jail for ten days. It was urged, on appeal, that *Loven* should be discharged on his answer, but the court held the contrary, saying: "There is a well recognized distinc-

tion between the practice in contempts, properly so-called, when the proceeding is to vindicate the majesty of the law, or the dignity of the court, and cases involving acts treated as contempts, for the enforcements of orders and decrees," etc. (See, also, *Barclay v. Barclay*, 184 Ill., 471, 475, and cases cited; *Rapalje on Contempt*, Sec. 21; *People v. Court of O. & T.*, 101 N. Y., 240; *Thompson v. Penn. R.R. Co.*, 48 N. J. Eq., 105; and *Clark v. Burke*, 163 Ill., 334.)

Appellants' counsel object to the overruling by the court of motions for bills of particulars, and to a hearing on affidavits, instead of calling witnesses and examining them in open court. It was clearly a matter within the discretion of the court as to whether or not a bill of particulars should be ordered. This is true even in indictments for conspiracy. (1 *Bishop on Crim. Procedure*, Sec. 643.) We are also of opinion that bills of particulars were unnecessary to enable appellants to prepare their defense, as the affidavits setting forth the facts are made a part of the informations, respectively. It is not the practice to furnish bills of particulars in contempt cases. In *Loven v. The People*, *supra*, the information charging contempt was heard on affidavits, and whether such information shall be so heard is a matter within the court's discretion.

It is admitted in the answers of appellants *Christensen*, *Doty*, *Heinig*, *Emerson*, *Wagner* and *Mashek* to the petition filed June 3, 1903, and the supplemental petition filed June 5, 1903, in substance, that they were picketing complainant's place of business and interfering with its employees and with persons seeking employment with it, notifying them of the strike and persuading the former to leave its employ and the latter not to enter it, and that each of them occupied a position near to said place of business for the purpose of so doing. The evidence is that a number of other persons were engaged as the above named appellants were, after the issuing of the injunction and prior to June 3, 1903. It is shown by affidavits that a number of complainant's employees were stopped by pickets on their way to complainant's factory, that one of said employees, when on his way to work, was stopped by *Christensen*, who took hold of and would not let him go, and told him that if he continued to work he would have to pay a \$50 fine to the union, and, on another occasion, told him that if he continued to work it would not be healthy for him; that a person who had accepted work at complainant's factory was, on leaving the factory, accosted by four pickets, who asked him what he intended doing at *Kellogg's*, and if he didn't know there was a strike there, and, upon his stating that he was going to work the next morning, they said to him, "We will see that you don't go to work to-morrow morning." One of complainant's employees on his way home from work was stopped by two of its former employees, who were strikers, and had been picketing and patrolling, and was asked if he was working at *Kellogg's*, and, when he answered affirmatively, they said, "Why don't you go out on a strike with the rest of us? We'll give you till Friday to get out of there," and when he said he was satisfied with his wages, they said, "We're going to win this strike, and when we get back there, we'll make things hot for you scab. You won't be able to work there." Another employee was stopped by four pickets, one of whom said to him, "Are you working over at *Kellogg's*? If you are you had better look out." Another, on

being stopped by pickets and told there was a strike at Kellogg's, said he didn't care, when one of them said to him, "You don't care, well, suppose we make you care?" Another employee, on his way home from work, was accosted, stopped and remonstrated with for working for complainant by a person whose name was unknown to him, but whom he saw the next day on a street corner near complainant's place of business, in company with pickets, and when the employee declined to talk further, the unknown person knocked him down and kicked him twice. Another employee was stopped by pickets, one of whom, on being informed that he was working for complainant, said to him: "Don't you dare to come to work to-morrow. If you do we'll blow your brains out," and another of the pickets said to him, "There'll be trouble if you keep on working there." Other similar incidents occurred.

Appellants O'Brien and Queenan, in their answers to the petition filed June 22, 1903, admit picketing and persuading complainant's employees to quit its employment, and those seeking employment with it to desist therefrom, and claim they had legal right so to do, and that they acted under the advice contained in the letter of Clarence S. Darrow copied in the preceding statement of the case. June 12, 1903, the date of the Darrow letter, the court passed on the question of the guilt of the respondents to the petition and supplemental petition filed June 3rd and 5th, 1903, and distinctly stated that picketing of the character shown by the evidence was unlawful, and would not be permitted. Mr. Darrow, in his letter, instructed that the pickets should not exceed ten in number, apparently implying, as we think, that pickets in excess of that number could not act with impunity.

The affidavits in support of the petition of June 22nd do not purport to state all the pickets on duty between June 5th, when the supplemental petition was filed, and June 22nd, when the second petition was filed, but do name twenty men and eleven women acting as pickets between those dates. The affidavits show that, between the dates mentioned, O'Brien picketed and patrolled in the immediate neighborhood of complainant's place of business on the 8th, 9th, 10th, 11th, 12th, 13th, 16th, 17th and 18th days of June, 1903, and that Queenan did likewise for seven days, commencing June 4th and ending June 15th, 1903. It appears also from the affidavits in support of the petition of June 22nd that the same system of picketing, patrolling, and interfering with employees of the complainant and those seeking employment with it, was continued, and that the conditions were worse after than before June 22nd. The following is shown by affidavits:

On the evening of June 18, 1903, Mamie Whalen, an employee of complainant, when returning home from work, in company with five other girls, also in complainant's employ, passed on Congress street, half way between Aberdeen street and Center avenue, twelve or fifteen men and boys, one of whom ran up to John Radcliffe, watchman of complainant, who accompanied the girls for the purpose of protecting them, and asked Radcliffe if he was protecting the girls, and on being told he was, struck him, knocked him down and brutally kicked him, and another of the men was about to strike him with a club, when one of the girls grabbed him by the arm and prevented him. Also, that the girls returned to the factory with Radcliffe, and when about four blocks from there, one McDonough and another person were walking in front of them, when appellant

Emerson and another person, both of whom had been in the employ of the complainant and had been picketing and patrolling round its place of business, ran up and struck and knocked down McDonough, and some teamsters who were driving along jumped from their wagons and commenced kicking him. On McDonough inquiring why they were hitting him, Emerson said, "You are protecting those girls," when the girls said, "No, he isn't, we have nothing to do with him," and they then permitted him to get up, when he exhibited his card, showing that he was employed at the public library. Emerson then began to apologize and told McDonough he was mistaken, when McDonough declined to accept any apology, and Emerson again knocked him down. Emerson was one of those fined \$10 on the first petition. On June 19, 1903, Ed Behlendorf, employee of complainant, on returning home from his work, in company with Griswold, another employee, was met by some person unknown to the affiants, who struck Behlendorf in the face and knocked him down senseless, and then signalled three other men, who ran over while he was lying on the ground, one of whom struck Griswold, who then ran away to call the police.

Thomas Queenan is the business agent of the Electrical Workers' Union. At the east door of the factory he spoke to one Hall and tried to persuade him to quit working for complainant, and said to him, "Do you not know they have got to come to terms with us?" and Hall answered, "No, I do not know that," when appellant Queenan said, "Well, you should know."

An employee of complainant was stopped by appellant John O'Brien as the former was going to his lunch at the noon hour, when O'Brien said to him, "You boys ought to stay out and join the union. You want to try and get the other fellows out and join the union also," when the employee said he was satisfied with his work and did not want to quit. O'Brien responded "If you do not come out by night, I will lick you."

It is practically impossible, without extending this opinion beyond all reasonable bounds, to refer to all of the affidavits in support of the petition of June 22nd. They are very numerous and it clearly appears from them that a large number of the former employees of complainant picketed and patrolled in the immediate neighborhood of complainant's factory, and in the approaches thereto, and endeavored, sometimes by warnings, sometimes by threats, and, in a number of times, by actual assault and beatings and the use of opprobrious epithets, to deter complainant's employees from remaining in its employ, and to prevent others seeking employment with it from entering its employ, by means of which constant fear of bodily injury was engendered in the minds of such persons.

The appellants deny that they personally used force, threats or intimidation of any sort, and say that they were very peaceable and mildly persuasive. But (the very presence of a large number of pickets, with the avowed purpose of preventing complainant's employees from remaining in its employ, and those seeking employment with it to desist therefrom, was itself intimidation) in *Farmer's Loan & Trust Co. v. N. Pac. R.R. Co.*, 80 Fed. R., 803, 820, Mr. Justice Jenkins quotes the following remarks of Mr. Justice Brewer on the subject: "The common rule as to strikes is this: Not merely do the employees quit the employment, and thus handicap the employer in the use of his property, and perhaps in the discharge of duties which he owes to the

public, but they also forcibly prevent others from taking their places. It is useless to say that they only advise; no man is misled. When a thousand laborers gather around a railroad track and say to those who seek employment that they had better not; and when that advice is supplemented every little while by a terrible assault on one who disregards it, every one knows that something more than advice is intended. It is coercion, force; it is the effort of the many, by the mere weight of numbers, to compel the one to do their bidding."

In *Unlon Pac. Ry. Co. v. Ruef*, 120 Fed. R., 102, the court say, lb. 107: "The mere fact that the shops are picketed can only be intended for intimidation. The fact that a line of pickets is immediately in front of the shops, or a few blocks away, is a difference in degree only." The court then quotes with approval the following from *American Steel & Wire Co. v. Wire Drawers and Die Makers Unions*, 90 Fed. R., 608, 614: "The whole fallacy of the defense against this bill and the proof offered to sustain it lies in a convenient misapprehension or a necessary misunderstanding of the character of that force or violence which all agree is not permitted in the conduct of a strike. It seems to be the idea of the defendants that it consists entirely of physical battery and assaults, and that if these appear in the proof, and they can be justified as they might be on a criminal indictment or in a police court, that ends the objection, and the justified assaults and batteries will not support an injunction. The truth is that the most potential and unlawful force or violence may exist without lifting a finger against any man, or uttering a word of threat against him. The very plan of campaign adopted here was the most substantial exhibition of force, by always keeping near the mill large bodies of men, massed and controlled by the leaders, so as to be used for obstruction if required. A willing wire worker, but a timid man, would be deterred by the mere knowledge of that fact from going to the mill when he desired to go, or had agreed to go, or, being already at work, feared to return through the streets where the men were congregated, or, having started, would turn back, fearing the trouble that might come of the attempt. Such a force would be violence, within the prohibition of the law; and its exhibition should be enjoined, as violating the property rights of the plaintiffs in the streets, their liberty of contracting for substituted labor, and the liberty of the substitutes to work if they wished to accept the lowered wages, and to pass through the streets to their work."

See, also, the following cases: *Ex parte Richards*, 117 Fed. R., p. 666-7, and cases cited; *O'Neil v. Behanna*, 182 Penn. St., 236, 243, in which the court say: "The strikers and their counsel seem to think that the former could do anything to attain their ends, short of actual physical violence. This is a most serious misconception. The 'arguments' and 'persuasion' and 'appeals' of a hostile and demonstrative mob have a potency over men of ordinary nerve which far exceeds the limits of lawfulness. The display of force though none is actually used is intimidation, and as much unlawful as violence itself."

The affidavits in support of the petition filed July 14, 1908, show that on divers days between June 22nd, when the second petition was filed, and July 14, 1908, appellants Fisher, Christensen, Evans, Mashek, and Brent picketed and patrolled around and about complainant's place of business, watching the streets, alleys, and approaches thereto,

daily shifting their positions; that they so stationed themselves that all complainant's employees were obliged to pass through their picket line, and that their attitude was ugly and menacing, and such as to cause fear in the mind of an ordinary person, and that John O'Brien picketed and patrolled in a similar way June 19th and 20th, 1908. The conditions between the dates last mentioned were worse than before. Complainant's employees and persons seeking employment with it were waylaid on their way to and from the factory, insulted, threatened and, in numerous instances, assaulted and beaten by the strikers, pickets, and patrollers, and complainant's business was seriously and injuriously interrupted. June 30, 1908, when a number of men and girls, employees of complainant, were being escorted from the factory to their homes, they were met by a number of men and boys and a very serious riot occurred. The employees were hissed and called scabs; bricks and stones were thrown at those escorting them, and some shooting occurred. Four of the girls deposed that appellant John O'Brien passed them on that occasion, and called them scabs and other names in a threatening way. Finally, there occurred what is called a sympathetic strike, by the Teamsters Union, which it is reasonable to infer occurred by the request of officers of unions whose members had quit complainant's employ and were "prosecuting" the strike. Before this sympathetic strike, complainant's teaming and hauling had been done by the Arrow Transfer Company, and that company could not, by reason of the sympathetic strike, fulfill its teaming contract with complainant, because the teamsters in its employ would not be permitted to haul for complainant. The result was that June 24, 1908, all teaming and hauling of merchandise to and from complainant's factory was stopped.

O'Brien, in his answer, says he was fined July 2, 1908, which was under the rule to show cause entered on the petition filed June 22, 1908. He says that, since July 2, 1908, he has not, in any way, participated in the strike. The court, on the petition filed June 22nd, could only investigate his conduct prior to that date, and in his answer he gives no account of himself in the interval between June 22nd and July 2nd, except denying participation in the riot of June 30th.

The purpose of the strike by complainant's employees, and their prosecution of it as described, was to compel the complainant to execute the agreements referred to and made a part of the bill. The drafts of agreements, three in number, purport to be with the different unions, whose numbers were in complainant's employ. The draft of agreement with the Metal Polishers, Buffers, Platers, Brass Moulders and Brass Workers International Union of N. A., International Union of Steam Engineers, and International Brotherhood of Stationary Firemen, contains the following:

"Article I. The party of the first part hereby agrees to employ none but members of the aforesaid organizations or those who carry the regular working card of the said organizations, provided the various crafts will furnish such competent help as may be required by the party of the first part within twenty-four hours after notification.

Article VII. There shall be a steward for each craft in each factory appointed by the organization, whose duty it shall be to see that the men working in said factory belong to the organizations.

Art. VIII. It is hereby agreed by the party of the first part that the business agent of the party

of the second part shall have the privilege of interviewing any member of the party of the second part in the offices of the party of the first part during business hours.

Art. X. A sympathetic strike to protect union principles shall not be considered a violation of this agreement.

Art. XI. All the apprentices shall belong to the union and carry the working card of the organization.

Art. XII. The number of apprentices not to exceed one for ten men or less of the different crafts."

That the purpose of the strike was to compel the execution of the drafts of agreement is clear. It is averred in the sworn bill and deposed to in the affidavits of De Wolf, complainant's president, Kellogg, its secretary and treasurer, and Edwards, its superintendent, that business agents of the different unions called on complainant, and insisted on its executing the agreements, and that, when complainant's president refused, on the ground that the proposed agreements were unreasonable, it was threatened by one of said business agents that, unless complainant would sign the agreements, a strike would be called, and that said business agents called a strike, in response to which about 500 of complainant's employees quit its employ. Appellants' counsel admit in their brief, "the purpose of the strike is to bring about the execution of the contracts," and at least three of appellants so admit in their answers. It is unlawful to compel one to execute any contract. A contract executed under duress is voidable, and duress is present where a party "is constrained, under circumstances which deprive him of the exercise of free will, to agree to or to perform the act sought to be avoided." (10 Am. & Eng. Ency., 2nd ed., p. 331.) "Duress *per minas* exists when a person is induced to perform an act to avoid a threatened and impending calamity." (Ib. 334.) Especially was the purpose to compel complainant to execute the agreements in question an unlawful purpose. Article 1 strikes at the right of contract, and provides that complainant shall employ none but members of the several unions, thus discriminating in favor of one class of men and excluding all others. In *Matthews v. The People*, 202 Ill., 389, the court, discussing the constitutionality of the Free Employment Agency Act, say, p. 401: "An employer whose workmen have left him and gone upon a strike, particularly when they have done so without any justifiable cause, is entitled to contract with other laborers or workmen to fill the places of those who have left him. Any workman seeking work has a right to make a contract with such an employer to work for him in the place of any one of the men who have left him to go out upon a strike. Therefore, the prohibition contained in section 8 strikes at the right of contract, both on the part of the laborer and of the employer. It is now well settled that the privilege of contracting is both a liberty and a property right. Liberty includes the right to make and enforce contracts; because the right to make and enforce contracts is included in the right to acquire property: Labor is property. To deprive the laborer and employer of this right to contract with one another is to violate section 2 of article 2 of the constitution of Illinois, which provides that 'no person shall be deprived of life, liberty or property without due process of law.' It is equally a violation of the fifth and fourteenth amendments of the constitution of the United States, which provide that no person shall be deprived of life, liberty or

property without due process of law, and that no State shall deprive any person of life, liberty, or property without due process of law, 'nor deny to any person within its jurisdiction the equal protection of the laws.' (*Ritchie v. People*, 155 Ill., 96; *Adams v. Brennan*, 177, id., 194; *Gillespie v. People*, 188 id., 178; *Flake v. People*, id., 206.) The provision embodied in section 8 'is a discrimination between different classes of citizens founded on no justifiable ground, and an attempt to exercise legislative power in behalf of certain classes and against other classes, whether laborers seeking work or employers. It falls under the condemnation of the constitution.'"

In *Am. Steel & Wire Co. v. Wire Drawers, etc.*, *Unions*, 90 Fed. Rep., 608, 613, the court say: "In this country the right to contract in business is a constitutional freedom, which not even state legislatures can impair, and, certainly, not strike organizations; for, surely, they cannot lawfully do what the legislature may not."

The agreements in question would, if executed, tend to create a monopoly in favor of the members of the different unions, to the exclusion of workmen not members of such unions, and are, in this respect, unlawful. Contracts tending to create a monopoly are void. (*Morris Run Coal Co. v. Barclay Coal Co.*, 68 Penn. St., 173, pp. 186-188; *Arnot, Jr. v. Preston, etc.*, *Coal Co.*, 68 N. Y., 558; *Central C. Salt Co. v. Guthrie*, 35 O. St., 686.) The legislature of the State cannot create a monopoly. (*People ex rel. v. Chicago Gas Co.*, 130 Ill., 268, 269-7.)

The purpose of the strikers is in violation of the criminal code, which provides as follows:

"Sec. 158. If any two or more persons shall combine for the purpose of depriving the owner or possessor of property of its lawful use and management, or of preventing, by threats, suggestions of danger, or any unlawful means, any person from being employed by or obtaining employment from any such owner or possessor of property, on such terms as the parties concerned may agree upon, such persons so offending shall be fined not exceeding \$500, or confined in the county jail not exceeding six months."

"Sec. 159. If any person shall, by threat, intimidation or unlawful interference, seek to prevent any other person from working or from obtaining work at any lawful business, on any terms that he may see fit, such person so offending shall be fined not exceeding \$300." 1 *Star & Curtis*, pages 1313, 1314.

Not only was the purpose of the strike unlawful, but the means used to achieve the unlawful purpose were unlawful. The means used were the acts heretofore mentioned, and thereby injury to the complainant's business. The appellants and their associates intended to stop the business of the complainant so far as they possibly could, and the evidence shows that they did stop it in great part, to complainant's injury. The following is contained in the brief of appellants' counsel which we quote as illustrative of their view of the cause. "How do picketing, patrolling, persuading, or even slugging, affect property rights, except in the most fantastic sense? Injury to business has no independent existence whatever, because business has no tangible existence to be injured, in the true and unperverted sense."

In *Union Pac. Ry. Co. v. Ruef*, 120 Fed. R. 102, 113, cited by counsel for appellants, the court say: "And that one's business is his or its property

is likewise elementary, and is conceded by all. And that liberty means the right to do as he pleases, when he interferes with the rights of no other person, and the right to make contracts with all persons upon all subjects-matter, save and excepting with reference to immoral or unlawful matters, is also conceded by all who know anything of the propositions." See, also, *Doremus v. Hennessey*, 176 Ill., 608, 615, in which the court say: "Every man has a right, under the law, as between himself and others, to full freedom in disposing of his own labor and capital according to his own will, and any one who invades that right, without lawful cause or justification, commits a legal wrong;" also, *Am. Steel & Wire Co. v. Wire Drawers etc. Unions*, cited *supra*; and *Barr v. Essex Trades Council*, 53 N. J. Eq., 101, and *Thomas v. Conn. etc. Ry. Co.*, 808, 817. In the New Jersey case, p. 112, the court say, "A man's business is his property." The court further say, p. 113-114: "The freedom of business action lies at the foundation of all commercial and industrial enterprises—men are willing to embark capital, time and experience therein, because they can confidently assume that they will be able to control their affairs according to their own ideas, when the same are not in conflict with law. If this privilege is denied them, if the courts cannot protect them from interference by those who are not interested with them, if the management of business is to be taken from the owner and assumed by, it may be, irresponsible strangers, then we will have come to the time when capital will seek other than industrial channels for investments, when enterprise and development will be crippled, when interstate railroads, canals, and means of transportation will become dependent on the paternalism of the national government, and the factory and the workshop subject to the uncertain chances of co-operative systems." The case is instructive as to the law in relation to a combination to injure one's business. Other authorities might be cited, but we know of no well considered case, or indeed of any case, holding that a combination of persons to injure the business of another is not unlawful. That the appellants, and others associated with them, acted in concert, in unlawfully endeavoring to injure, and in fact injuring complainant's business, for an unlawful purpose, is fully sustained by the evidence. They conspired, breathed together, to effect the unlawful purpose, and by overt acts did all they possibly could to that end. It is not necessary to prove an express agreement between the appellants and those associated with them. It may be proved by circumstantial evidence. *Spies et al. v. The People*, 122 Ill., 1, 213; *Patnode v. Westenhover*, 114 Wis., 460.

In *United States v. Weber*, 114 Fed. R., 950, 953, the court say: "But if the object of the union is illegal, or if the methods employed by it, either to induce acquisitions to its ranks, or to accomplish its ulterior purposes, are illegal, it appears to be well settled that the persons who combine in such efforts are conspirators," citing cases. The language quoted is cited with approval in *ex parte Richards*, 117 Fed. R., 658, 663.

In *Doremus v. Hennessey*, 176 Ill., 608, 614, the court say: "No persons, individually or by combination, have the right to, directly or indirectly, interfere with or disturb another in his lawful business or occupation, or to threaten to do so, for the sake of compelling him to do some act which, in his judgment, his own interest does not require."

Each conspirator is responsible for the acts and declarations of every other conspirator in furtherance of the common purpose. In *Hamilton v. Smith*, 39 Mich., 222, 231, cited with approval in *Lasher v. Little*, 202 Ill., 551, the court say: "Wherever two or more conspire together to commit an actionable wrong, everything said, done or written by any one of them, in the execution or furtherance of their common purpose, is deemed to be said, done or written by every one, and is a relevant fact as to each." This proposition is so thoroughly established that it may be regarded as elementary. (Cooley on Torts, 2nd ed., page 145; *Spies v. The People*, 122 Ill., p. 226; *Patnode v. Westenhover*, 114 Wis., 460, 474.)

In reference to the conduct of appellants, their counsel, in their printed argument, admit: "The appellants in this court were prominent in the calling and in the prosecution of the said strike, and after they and their co-employees had left the service of the Kellogg Switchboard & Supply Company they went into the streets at different distances from the place of business of the Kellogg Switchboard & Supply Company and took positions where they could meet any one who happened to be on his way for the purpose of taking employment with the Kellogg Switchboard & Supply Company. These men have been denominated pickets by the prosecution. It matters not what word is used to designate the office that they were performing in the prosecution of the strike, any more than some words have a tendency to affect the public imagination more than others. But while these men were standing in the streets,—300, 400, or 500 feet from the place of business of the Kellogg Switchboard & Supply Company, they were unquestionably endeavoring to induce all persons having in mind the taking of service with the complainant, not to do so. They were distributing printed cards which were offered in evidence as Exhibit A, and is in the words and figures as follows: 'Machinists who may be seeking employment at the Kellogg Company, know that the former employees have ceased work; therefore, by accepting a position, you are taking a fellow workman's place.'"

The cards actually distributed were as follows: "Machinists who may be seeking employment at the Kellogg Switchboard & Supply Co. To know that the men formerly employed there have ceased work, to secure union conditions to govern their employment. Therefore, by accepting a position in their plant, at the present time, you are taking a fellow workman's position and their position has been endorsed by the International Association of Machinists. Be guided accordingly."

The conspiracy originated simultaneously with the calling of the strike, and continued till the filing of the last petition, July 14, 1908. It was a single conspiracy, and the court on the hearing of each of the second and third petitions did not err in hearing the prior evidence. The evidence was competent as tracing and showing the character of the conspiracy. *State v. McCahill*, 72 Ia., 111, 115.

It is an indispensable condition of the enjoyment by each citizen of the liberty and rights guaranteed by the constitution and laws, that he shall respect and not unlawfully infringe upon the liberty or rights of any other citizen. This cannot be done with impunity.

In *Mashek v. The People*, Gen. No. 11416, *Mashek* was sentenced to be committed to the county jail for sixty days, while *Christensen* was sentenced to be so committed for only thirty days. We cannot

find in the evidence any reason for this discrimination. Mashek is not shown to have been more guilty than Christensen. On the contrary, we think if there was any difference in the guilt of the two, Mashek was the less guilty. The judgment, therefore, in *Mashek v. The People*, Gen. No. 11416, will be reversed and judgment will be entered here that Mashek be committed to the county jail, there to remain for thirty days (30) days, unless sooner legally discharged. In each of the other above entitled appeals, the judgment will be affirmed.

Illegality of Contract between Employer and Union. In the case of *Podolski et al. v. Nathan Newman*, trustee of United Garment Workers Union No. 1 of Boston, decided by Judge Hardy in the Superior Court of Massachusetts on June 28, 1904, it appeared that plaintiff was engaged in the manufacturing of clothing in Boston; that in the early part of October, 1903, he was ordered by defendant, trustee of U. G. W. No. 1, to sign a contract* agreeing to employ only union help, pay union prices, to work men only the number of hours stipulated by union, etc.; plaintiff refused; workmen refused to work for several days; on October 15, plaintiff was notified that unless he signed agreement he would be prevented from having any workmen and that he would not be allowed to carry on his business; plaintiff fearing

that trouble would be made for him signed agreement; on October 16, plaintiff was compelled to execute a chattel mortgage dated January 20, 1904; mortgage on its face purports to be in consideration of \$500 paid by Newman which Podolski claimed was not paid. Up to May 27 plaintiff claimed his business was interfered with, his help was ordered not to take bundles from non-union teamsters, and that he was not allowed to employ his own sons unless they joined the union and paid fee of \$25; because of this, he sold out his business whereupon Newman began proceedings to foreclose mortgage. Podolski asked for injunction to restrain Newman in his proceedings. The judge held: "Agreement under its terms, as I consider them, is not supported by any legal consideration and is null and void because of such terms, and illegal and contrary to good conscience and public policy. I find that the terms of the chattel mortgage were agreed upon at the time of the execution of the alleged agreement, but it was not executed until January 20, 1904. No consideration was given by the party defendant to support the same excepting the said agreement which it was given to secure. Such mortgage was without consideration and was void because of the illegality of the agreement it was given to secure, and because it does not conform to the terms of the fourth clause of said agreement in its conditions of forfeiture." Decree for plaintiff.

EXCERPTS

Relating to Labor, Industrial, Sociological, and General Matters of Public Interest.

Child Labor in Louisiana.

Your Commissioner specially finds from contact with the laboring classes of Louisiana that the enactment of a Child Labor Law is imperative. The present Statutory laws, regulating the employment of children, are manifestly inadequate, as was demonstrated by the vigorous, yet futile, attempts at their enforcement by the representative in this State of the American Federation of Labor. The subject has, therefore, received most thoughtful consideration and an adequate measure, it is believed, is now being drafted for enactment into law.—*Report of Bureau of Statistics of Labor, Louisiana, 1902-1903.*

Hours of Railroad Employees in Massachusetts.

Pursuant to request the Board has made an investigation as to the hours of labor of employees upon the different railroads operated within the State. A public hearing was given, which was thoroughly advertised, but representatives of railroad companies only were in attendance. In further prosecution of the inquiry, the Board has asked information alike from employers and from the various classes of employees, individually and through representatives of their organizations, and questions have been freely answered and views freely given.

The conditions under which labor is employed in railroad transportation vary widely from those which affect the ordinary employment of labor, making it far more difficult, if not impracticable, to establish any methodical separation between hours of business and other hours, or to make arbitrary rules which shall govern in all cases. The peculiar character and changing demands of the service made necessary to fulfil obligations to the public prevent continuity and regularity in work.

While what is known as a day's work is recognized in different departments, it is not as a limiting rule which prohibits labor beyond the hours named. It often has little to do with actual continuous labor, the hours of which vary widely, according to the particular service which the employee renders. It serves rather as a convenient basis for fixing compensation according to a method which is the outgrowth of dealings between employer and employee. Men habitually work overtime in the ordinary meaning of that word, and the granting of the opportunity to do so is deemed by many employees a distribution of favors. A day's work, therefore, has a significance in this employment entirely different from the usual meaning of the phrase in trade or manufacturing establishments. A single example may be useful in part illustration.

A train crew regularly leaves Boston very early in the morning, say for a run of one hundred or two hundred miles, returning early in the afternoon

and arriving at Boston again in the evening of the same day. During the interval of several hours between arrival at and departure from the terminus of the outward run, the men, though on duty, are not actually at work. In the longer of these runs the round trips count as two days' work, and compensation is fixed upon this basis by agreement between the company and the men. The following day the men are off duty. In the shorter runs a day off duty follows at a later time.

Labor in nearly all departments of railroad work is thoroughly organized, and represented by men who are active in the advocacy of measures which are deemed to be for the best interests of the members of the several associations. The absence of demand for legislation by these organizations is significant. Taking the statements which have been made as a whole, by representatives and by individual employees, as we have talked with them, we are satisfied that the men generally prefer to be left to deal with these questions of hours and compensation in their own way, and without interference by legislation.

No company can rightfully require from employees such long-continued hours of labor as to render them incapable of properly performing tasks which affect the safety of the public. A man cannot be vigorous and alert and watchful without proper hours of rest. An instance in point was a case which recently arose upon a street railway, in dealing with which the Board took the ground that the employee in question was kept on duty for too many hours consecutively, under circumstances involving too great exposure to make it possible for him to properly perform his duty as watchman. The company was required to provide the necessary relief.

We are convinced that a large majority of railroad employees do not desire legislation to fix hours of labor upon railroads. Any attempt at this time to regulate hours of labor by statute under present conditions would be productive of more evil than good. — *Railroad Commissioners Report, 1904.*

Strikes at Roubaix, France.

The strike decided upon months ago by the textile operatives of France for April 1, the date of application of the final period of the Millerand-Collier law, reducing the hours of labor from 12 to 10, has already begun in Roubaix. The demand of the operatives is for a minimum wage of three francs (57 cents) a day to all classes of operatives and the abolition of bounties and fines. At present 28 mills of the 45 in Roubaix are affected by the movement; 5,000 operatives have left the mills either voluntarily or compelled by force of circumstances. On March 22 there was a debate in the Senate upon the application of the 10-hour law, and the important question was agitated as to the advisability of increasing the tariff as compensation to manufacturers for loss sustained by reason of increased cost of production entailed by reduction in labor hours. No decision was reached, but Mr. Méline warned the Senate that there would be a clamor from manufacturing centers for increased duties, as those in force at present have become insufficient. — *W. P. Atwell, Consul, Roubaix, France, Mar. 29, 1904.*

Change in British Shoe-factory Pay.

An important agreement is announced in connection with the Leicester boot and shoe industry which

is likely to influence other centers of the same trade. For a long time past allegations have been made that, with the connivance of the union, the men have restricted the output of the machines in the finishing department and thus increased the manufacturers' difficulties, while the men have replied that they are ready to do all for which they are paid. A piecework statement was called for, and this has now been drawn up at a conference of representatives of employers and employees. It is said that the new schedule will insure good wages to the men and a satisfactory return to the employers. A correspondent of a Nottingham newspaper, in referring to this subject, makes the significant comment that "at last there seems a prospect of British workmen competing with American workmen in the shoe trade after being beaten twenty years, because British workmen work as little as possible and will not let machines do more than half of what they do in American hands. Now, after losing hundreds of thousands of pounds by this mad limitation of output, the shoe-trade union is at last considering a list of wages to be paid not by the day, but according to work done." — *Frank W. Mahin, Consul, Nottingham, England, May 9, 1904.*

Employment Agencies in France.

The French Government has promulgated the new law concerning employment agencies, the important articles of which follow:

1. After the promulgation of the present law, paying employment agencies may be suppressed.
2. Free employment agencies created by municipalities, syndicates of workmen or employers or both, labor exchanges, farmers' exchanges, mutual-aid societies, and all other legally constituted associations are subjected to no authorization.
3. Employment agencies, such as are enumerated in the preceding article, with the exception of those created by municipalities, are required to deposit a declaration at the mayor's office of the commune where they are established. The declaration shall be renewed with every transfer of location of the agency.
4. In every commune, a register setting forth the offers and demands for work and for situations shall be opened at the mayor's office and placed at the disposition of the public gratuitously. In connection with this register, there shall be prepared classified lists of the individual notices which may be added freely to the demands for work. The communes having more than 10,000 inhabitants shall create municipal agencies.
6. Every director or employee of a free employment agency who shall have collected a payment of any character, on the occasion of procuring a situation for a laborer or employee, shall be punished in the manner set forth in article 9.
12. All dispositions contrary to the present law are abrogated. Employment agencies for nurses are not covered by the present law and remain subject to the dispositions of the law of December 23, 1874, in regard to the protection of nurses. Theatrical agencies, operatic agencies, and agencies for circuses and music halls are not subjected to the prescriptions of the present law. — *Robert P. Skinner, Consul-General, Marseilles, France, May 3, 1904.*

STATISTICAL ABSTRACTS.

Business Failures in the United States.

In 1903, there were 9,775 business failures in the United States, the assets being \$84,141,545 and the liabilities, \$154,369,501. The causes of the failures are classified under 11 headings in the following table, with percentages:

CAUSES OF FAILURES.	FAILURES FOR SPECIFIED CAUSES IN 1903	
	Number	Percentages
Incompetence,	2,002	21
Inexperience,	627	6
Lack of capital,	3,179	33
Unwise credits,	333	3
Failures of others,	278	3
Extravagance,	88	1
Neglect,	275	3
Competition,	249	2
Specific conditions,	1,638	17
Speculation,	94	1
Fraud,	1,013	10
TOTAL,	9,775	100

It will be seen that lack of capital, or what is equivalent thereto, the effort to do too large a volume of business for the capital employed, was the cause assigned for 33 per cent, nearly one-third of all failures. Incompetence was the next largest factor, accounting for 21 per cent of the year's failures. These two causes, due to faults of those failing, accounted for 54 per cent of all suspensions. Specific conditions, including happenings such as financial stress, crop failures, fires, etc., caused 17 per cent of failures. — *Bradstreet's*, Jan. 30, 1904.

Alien Arrivals at the Port of New York.

Aliens to the number of 143,935 landed at the port of New York during the fourth quarter of 1903, of which number 122,517 were steerage passengers or immigrants. The Italians headed the list with 41,966, or 29.2 per cent of the total; the Hebrews were second with 17,165, or 11.9 per cent; the Germans third with 16,288, or 11.3 per cent; the Poles fourth with 11,078, or 7.7 per cent. Of the total number of alien arrivals, 15.3 per cent were under 14 years of age; 79.1 per cent between 14 and 45 years of age; and 5.6 per cent 45 years and over. The illiterates constituted 19.7 per cent of the aliens of 14 years of age and over. Considering the nationalities in regard to illiteracy, 48.6 per cent were Italians, 12 per cent Poles, and 11.6 per cent Hebrews. Forty per cent of the alien arrivals were destined to points in New York State, and 19.4 per cent to points in Pennsylvania. — *Bulletin, Department of Labor, State of New York, March, 1904.*

Free Employment Bureau in New York.

The New York State Free Employment Bureau received 6,274 applications for work and 4,717 applications for help during the year 1903. There were 4,456 situations secured, covering 49 trades and avocations. Of the people securing positions 3,594 were

women and 862 men. The number of men employed through the Bureau showed an increase of 589 over the previous year. Seventy-one per cent of the applicants secured situations, an increase of nine per cent over 1902. Among the applicants for positions 3,258 were men and 3,016 were women. Of the women 1,949 were foreigners. There were 782 married men who reported having 916 children, 624 of whom were dependent on them for support; the married women numbered 1,488, having 1,464 children, 751 being dependent. Two men could neither read nor write, while 153 women were illiterate. — *Bulletin, Department of Labor, State of New York, March, 1904.*

Growth of the United States.

"The United States has grown in commercial prosperity since 1896 more rapidly than its people ever dreamed to be possible. They have been, in fact, taken by surprise by this development," says the *Wall Street Journal*. "They were, in large measure, unprepared for it. The growth of the country has been more rapid than the facilities for transacting business, for moving the merchandise and taking care of the immense volume of exchanges. The railroads and other corporations have been obliged to improve their facilities to accommodate themselves to this growth in business, and, at the same time, to make preparations for that further expansion in trade and commerce which must inevitably be in store for this country." Our contemporary presents this table, giving percentages of increase from 1896 to 1903, as illustrative of what has gone before:

Population,	14.4
Wealth (estimated),	30.0
Money in circulation,	57.1
Production of gold,	40.0
Foreign commerce,	37.2
Production pig iron,	108.9
Production wheat,	49.1
Production cotton,	49.8
Railway freight traffic, 1896 to 1902,	76.8
Railway passenger traffic, 1896 to 1902,	25.8
Consumption wines and liquors,	37.2
Value manufacturing products, 1890 to 1900,	74.3
Post office receipts,	63.4
Immigration,	149.8
Savings bank deposits,	58.8
Bank clearings, New York,	142.9
Bank clearings, outside of New York,	91.4
National bank deposits (individual),	90.6
National bank loans,	85.3
National bank cash reserve,	78.3
State bank deposits,	181.0
Trust company deposits,	171.0
Private bank deposits,	125.8
Deposits all banks, etc., except savings,	183.0
Loans of all banks, etc., except savings,	106.0
Cash of all banks, etc., except savings,	73.1

— *Bradstreet's*, April 23, 1904.

The World's Iron Production.

The following table shows the approximate production of pig iron in the world for two years past; the figures being reduced to metric tons, for purposes of comparison:

COUNTRIES.	1902	1903	Increase in 1903 over 1902
United States, .	18,008,448	18,297,400	288,952
Germany, . .	8,402,660	10,085,634	1,682,974
Great Britain, .	8,658,976	8,686,701	27,725
Totals, . . .	35,069,084	37,069,735	2,000,651
All other countries, .	9,497,907	9,625,000	127,093
TOTALS, . . .	44,567,991	46,694,735	2,126,744

The greater part of the iron estimated for other countries is produced in Europe; Austria, France and Spain made little change in their output last year; Belgium reports a considerable increase; while the Russian production probably decreased. In North America there was a falling off in the Canadian make. The three leading producers turned out 79.5 per cent of the world's supply of pig iron last year, and together show an increase of 5.7 per cent. Nearly all of this gain, however, was due to the great advance in the German output. The United States and Great Britain were nearly stationary. The increase in Germany put that country in the second place, its make of pig iron passing that of Great Britain for the first time. A large part of the increase was taken by the foreign trade, the exports of iron and steel from Germany in all forms having gained largely during 1903; the trade being pushed even into British markets.—*The Engineering and Mining Journal*, New York, Mar. 3, 1904.

Strikes and Lockouts in Denmark.

During 1902 there were 65 strikes and lockouts in Denmark involving 135 employers and 3,785 strikers or persons locked out. Twenty-one disputes lasted less than one week, 17 from one to 13 weeks, 14 over 13 weeks, and for 13 the duration was not reported. The number of days lost aggregated 133,150. Five disputes were settled by arbitration and 21 by conciliation.—*Statistisk Aarbog*, 1903, Denmark.

Working Hours on Prussian Railroads.

A report to the Prussian chamber of deputies shows the following daily working hours of railroad employees: 30,598 were employed up to eight hours; 35,544, from eight to nine hours; 106,868, from nine to 10 hours; 85,745, from 10 to 11 hours; 67,109, from 11 to 12 hours; 13,227, from 12 to 13 hours; 7,144, from 13 to 14 hours; 3,371, from 14 to 15 hours; and 1,767, from 15 to 16 hours. A statement is also made of the days of rest a month for 228,445 railroad employees. Of these 138,402 receive more than two days of rest a month, 72,753 receive two days, 10,412 one and a half days, and 6,871 one day of rest.—*Richard Guenther, Consul-General, Frankfurt, Germany, Jan. 26, 1904.*

Public Schools in Russia.

According to the latest statistics there are 84,544 public schools in the Empire of Russia, out of which number 40,131 are under the jurisdiction of the Ministry of Public Education, 42,588 under the jurisdiction of the Holy Synod, and the remainder

under other departments. Of the pupils, 73,167 were adults; 3,391,694 boys, and 1,308,909 girls. The teachers number 172,000. The maintenance of all these schools cost more than \$25,000,000. The average school tax for city schools is \$9.50 and for village schools \$5 a pupil. Notwithstanding the large number of schools there are 7,250,000 children of school age in Russia who remain without any education.—*Consular Reports, Russia, January, 1904.*

Employment Bureaus in Austria.

There are no free public employment offices established and maintained by the Austrian Government but the State assists in supporting employment offices created and maintained by local governments, associations of tradesmen, or private societies. The following table shows the work of five of these offices in each class in 1903:

OFFICES.	Applications for Work	Applications for Help	Positions Filled
Municipal Offices, .	105,473	78,564	62,743
District offices, .	9,133	6,451	4,339
TOTALS, . . .	114,605	80,045	67,082

In addition to these offices, the so-called Relief Stations supply shelter and food for the unemployed and assist them to find work. During the last year for which returns were made 798 of these stations, in seven provinces, reported 1,762,394 persons seeking aid and 58,699 situations secured at a total expense of \$244,610.

The results obtained in 1903 by bureaus maintained by benefit societies, public institutions, and trade unions are shown in the following table:

CLASS AND SEX.	Applications for Work	Applications for Help	Positions Filled
Employees, . . .	344,750	309,144	189,709
Males, . . .	309,069	286,900	107,118
Females, . . .	135,681	122,244	82,591
Apprentices, . . .	25,569	17,326	8,966
Males, . . .	24,772	15,963	8,230
Females, . . .	797	1,364	636
Totals, . . .	370,319	326,470	198,575
Males, . . .	233,841	162,893	116,348
Females, . . .	136,478	163,588	83,227

— *Commissioner of Labor Statistics, Austria, Dec. 22, 1903.*

Strikes in Belgium, 1903.

During 1903, there were registered in Belgium 76 strikes involving 8,250 strikers and enforcing idleness upon 2,109 persons, making the total number of idle workmen 10,359. These conflicts affected 78 establishments in which 12,458 persons were employed. Questions of wages caused 45 strikes; trade unionism and difficulties regarding employees, 18; hours of labor and conditions of employment, 6; and shop rules and fines, 7. Eight strikes resulted in success for the workmen, 46 in success for the employers, eight in compromise, and for 14 the result was not given. The industry showing the greatest number of difficulties was textiles, with 22 strikes and 1,378 strikers, the next being metals, with 10 strikes and 555 strikers. Twelve strikes, involving 545 strikers, lasted less than 2 days; 21, with 1,338

strikers, from two to five days; 11, with 1,024 strikers, from six to ten days; for seven the duration varied from 11 to 30 days; seven lasted more than 30 days; and for 18 the time lost could not be determined. — *Revue du Travail, Brussels, Belgium, March, 1904.*

Technical Education in France.

Although trade schools were in existence, in France, in the latter part of the 18th century and increased in influence constantly, it was under the law of December 11, 1880, that the first public institutions of the kind, maintained by the departments and the communes, were established. The results of this law not being satisfactory, new legislation was adopted in 1886 and 1889, and on January 26, 1892, a law was passed by the terms of which practical commercial and industrial schools were placed under the direction of the Ministry of Commerce to be maintained in the same manner as the upper primary schools. Except in cities having more than 150,000 inhabitants, the State pays the director and the teachers in charge of theoretical instruction; the State may also defray one-fourth of the expense of the construction and equipment of the schools.

Children holding certificates from the primary schools are admitted without examination at the age of 12; if they do not hold certificates they may be admitted at 13 years, upon passing satisfactory examination. Instruction is entirely free. The practical commercial and industrial schools numbered 49, in 1903, there being 31 commercial and industrial schools (23 for boys, with 4,121 pupils, and eight for girls with 2,266 pupils); 17 practical industrial schools with 2,251 pupils; and one practical commercial school with 80 pupils; the entire enrolment numbering 8,718.

Training in the industrial schools includes, in addition to theoretical work, more than 30 hours a week of manual training, and courses in elementary mechanics and industrial economics. The courses in commercial schools are equally thorough; 94 per cent of pupils of these technical schools find positions in the local shops and factories or commercial houses.

There are, in addition, four national trade schools established under the law of December 11, 1880, their object being to develop the necessary skill and technical knowledge among youths desiring to become apprentices at various trades, and to offer preparation for examinations for schools of arts and crafts. The original plan has, by force of circumstances, been abandoned and technical education has been sufficiently developed for the pupils of these schools to find employment as journeymen upon completing their courses; for this reason the schools were transferred, in 1900, to the supervision of the Ministry of Commerce. Since this transfer marked improvements have been made resulting in greater prosperity for the schools. In 1903, these four national trade schools had 1,313 pupils enrolled. — *Bulletin de l'Office du Travail, Paris, February, 1904.*

Profit Sharing in Fall River.

The following circular, signed by Geo. A. Chace, Treasurer of the Bourne Mills, Fall River, speaks for itself:

FALL RIVER, MASSACHUSETTS, July, 1904.

To the Employees of the Bourne Mills,

It is with unusual pleasure that I am able to announce that profit sharing will be continued another

six months by a special vote of the board of directors.

I am glad to hand you herewith a dividend of four per cent for all faithful employees, being the thirtieth consecutive semi-annual dividend on wages.

A strike of weavers lasting fourteen weeks has occurred, and many thought that profit sharing would be discontinued on that account.

I have never maintained that profit sharing is a cure for strikes; its utility runs in other directions.

A strike is an act of madness and folly; there is no cure but the return of reason and prudence.

The immediate cause of the strike here March 11, 1904, was the impetuous demand that a faithful employee be summarily discharged, which of course was refused.

Every other cause of dissatisfaction was freely and friendly discussed only an hour before, in the conference with a committee of weavers in the presence of their priest who brought them to my office for the purpose; and, again, fourteen weeks later when the committee met me by request of their president and all signed the new agreement; both interviews were conducted and concluded in the most cordial manner.

In every other way except in the loss of nearly \$70,000 to the community in wages, the strike has turned out to be an advantage—we are all wiser than we were on March 11, 1904, and the experience has been good for us.

It may interest you to know that my plan of buying cotton permits us the privilege of pricing it whenever we choose or need to use it, and that the first lot of cotton ordered into process since the strike actually costs us over six cents a pound less than it would have cost if we had had to price it on the market of March 11, 1904.

In order to make this more graphic to you, let me illustrate: the mills of Fall River use normally 100,000 bales of cotton in fourteen weeks, and the decline in the market value of that quantity of cotton is now over \$5,000,000 from its price on the date of the strike; contrast this vast sum of money with the total dividends reported paid last quarter, \$247,150, and you get an idea of the difficulty which has caused so many mills to curtail production.

Notwithstanding the drop of six cents a pound in cotton the business to-day is not profitable, the bids for goods being made upon a basis of about seven cents for cotton or four cents below its present market value.

Nevertheless, I am not utterly discouraged; the fact that the mills are now run for the benefit of the help and the community should bind us together in mutual helpfulness and interdependence, the fundamental principle of our system of profit-sharing, for which I invite your appreciation and co-operation.

Better times cannot be very far off, although I have to admit that my wish is father of my hope; and my ambition in any event will continue to be, as I stated to the weavers' committee at the conclusion of our last conference, to make your place here the best place for you in all the world.

Dangerous Occupations in Great Britain.

According to the Labour Gazette, London, for June, the number of cases of lead, mercurial, phosphorus, and arsenic poisoning, and of anthrax reported under the Factory and Workshop Act during May was 45, the number of deaths being two.

The following tabular statement shows the number of cases and deaths for May, 1904, and for the five months ending May, 1904:

DISEASES.	CASES		DEATHS	
	May, 1904	5 Months Ending May, 1904	May, 1904	5 Months Ending May, 1904
Lead poisoning, . . .	41	229	1	8
Mercurial poisoning, . . .	-	2	-	-
Phosphorus poisoning, . . .	1	1	1	1
Arsenic poisoning, . . .	1	4	-	-
Anthrax, . . .	2	22	-	1
TOTALS, . . .	45	258	2	10

In addition to the cases included in the table under lead poisoning, there were 15 cases (including three deaths) during May among house painters and plumbers; for this class of workmen, there were 69 cases (including 14 deaths) for the five months ending May, 1904.

Population of Italy.

The population of Italy in 1901, from the census taken February 10, 1901, was 32,475,253, comprising 16,155,130 males and 16,320,123 females. The religions of Italy and number of people professing such beliefs follow: Catholic, 31,539,563; Protestant, 65,586; Hebrew, 35,617; Greek, 2,473; other religions, 338; 36,092 persons were reported as having no religion, while the beliefs of 795,276 persons were not obtainable.

Night Work for Women.

In a memorial recently issued by the Board of International Association for Labor Legislation on the prohibition of night work for women, a general summary is given of the legislation in force in the various countries of the world bearing on this subject.

In September, 1901, the International Association for Labor Legislation at the assembly held at Basle, instructed the International Labor Office to institute inquiries as to the state of night work among women in the various countries. Subsequently a resolution was passed declaring that the condition of legislation on women's night work in most states with important industries, and the influence of such legislation on the general conditions of industry, justified the abolition in full, on principle, of night work for women. In 1903, this committee passed a resolution instructing the Board of the International Association to address the Federal Council of the Swiss Confederation, and to request it to take the initiative in an international congress with the object of forbidding, by means of an international convention, night work for women in any industry.

In respect to the legislation regarding night work affecting women, the countries are divided into the following four classes:

1. States that have issued no interdict against night work for women.
2. States where this interdict is issued solely in respect to young females up to a certain age limit.
3. States where this interdict only refers to certain kinds of manufacturing establishments.
4. States where the interdict against night work for women of all ages and in every kind of industrial

work is laid down in principle, with certain exceptions.

Japan is the only State where no restrictions exist regarding hours of labor either by night or day. In South Australia, and in fourteen of the United States, as well as Oklahoma Territory, the labor of women is limited to a maximum of 10 hours a day, or 60 hours a week; no distinction, however, being made between day and night employment. In Spain, women's work is restricted to 11 hours a day, but females between 14 and 16 years of age are allowed to work eight hours a night.

In Belgium, Portugal, and Georgia, night work is forbidden to females under 21 years of age. In Denmark, Norway, Sweden, Finland, New South Wales, and Ohio, the age limit is 18 years, and in Hungary, Luxemburg, and Wisconsin, those below 16 are forbidden to work at night. In 1907 a law will come into force in Italy prohibiting night work for women of all ages.

In Russia, the prohibition of night work only applies to women working in the mines and in the textile industries. In Austria, the East Indies, Luxemburg, Finland, and Sweden, the prohibition applies to women working in factories, mines, and smelting furnaces. In Germany, the prohibition is extended to workshops with motor power, and in Switzerland to all workshops employing more than five hands. In the following countries night work is prohibited to women in all industrial pursuits in establishments employing a staff exceeding: Five hands, Denmark, Portugal, Ontario; four hands, Victoria; three workwomen, Basle City; two workwomen, the Swiss cantons of Glarus and St. Gall, Queensland, and New Zealand; one workwoman, in the cantons of Zurich, Berne, Lucerne, Solothurn, Aargau, and Neuchâtel.

In the following countries and states night work for women is forbidden without distinction as to age: Germany, New York, New Jersey, Indiana, Massachusetts, Nebraska, France, Great Britain, Manitoba, Quebec, Nova Scotia, Queensland, Victoria, New Zealand, Holland, Switzerland, Austria, the East Indies, and Russia.

Hours of Rest.

In discussing the hours of rest at night required by working-women, it is estimated that the minimum should be 12 hours, leaving 10 hours for regular daily work; one hour for rest during working hours, and one hour for any authorized extra work that might be required on special occasions. The interval between two days' work varies greatly in different states and countries. In New Zealand and New Jersey, the period is 18 hours; in Ohio and New South Wales, 11 hours; in Denmark, the Netherlands, Norway and Sweden, 10 hours; in Switzerland the night's rest is 10 hours from September to May, and nine hours from June to August; in Italy and Portugal the night's rest is 10 hours from November to April, and eight hours from May to October; a rest of nine hours is allowed in Germany, Austria, the East Indies, Great Britain, Ontario, Manitoba, Quebec, Nova Scotia, New York, Wisconsin, and Victoria. In France, women cannot work between nine P.M. and five A.M.; and in Indiana, Massachusetts, and Nebraska, the forbidden hours are from 10 P.M. to six A.M.; in Hungary, Luxemburg, Finland, and Russia, the principle of an eight-hours' rest is recognized.—*Labour Gazette, Canada, June, 1904.*

PUBLICATIONS OF THE

BUREAU OF STATISTICS OF LABOR,

Now in print, and which will be mailed on receipt of amounts stated, the figures in parentheses indicating the cost of postage.

Statistics of Labor.

[Labor Chronology, which forms a Part of the Bureau Report each year, contains information relating to Hours of Labor, Wages, Trades Unions, and Labor Legislation. Subsequent to 1897, all available data relating to the Condition of Workingmen have also been included in the Chronology.]

1893. I. Unemployment; II. Labor Chronology (4 c.); cloth (13 c.).

1894. I. Compensation in Certain Occupations of Graduates of Colleges for Women (4 c.); II. Distribution of Wealth (9 c.); III. Labor Chronology (4 c.); cloth (13 c.).

1895. I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity (O. P.); II. Graded Weekly Wages, 1810-1891 (10 c.); III. Labor Chronology (4 c.); cloth (24 c.).

1896. I. Social and Industrial Changes in the County of Barnstable (6 c.); II. Graded Weekly Wages, 1810-1891 (7 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1897. I. Comparative Wages and Prices, 1860-1897 (4 c.); II. Graded Weekly Wages, 1810-1891 (9 c.); III. Labor Chronology (4 c.); cloth (14 c.).

1898. I. Sunday Labor (5 c.); II. Graded Weekly Wages, 1810-1891 (12 c.); III. Labor Chronology (7 c.); cloth (21 c.).

1899. I. Changes in Conducting Retail Trade in Boston, since 1874 (4 c.); II. Labor Chronology (7 c.); cloth (11 c.).

1900. I. Population of Massachusetts, 1900 (O. P.); II. Co-operative Industrial Insurance (8 c.); III. Graded Prices, 1816-1891 (14 c.); cloth (26 c.).

1901. I. Labor Chronology, 1900 (4 c.); II. Labor Chronology, 1901 (4 c.); III. Prices and Cost of Living, 1872-1902 (4 c.); IV. Labor Laws (4 c.); cloth (13 c.).

1902. I. Annual Report to the Legislature (O. P.); II. Labor Chronology, 1902 (O. P.); III. Mercantile Wages and Salaries (4 c.); IV. Sex in Industry (5 c.); cloth (12 c.).

1903. I. Race in Industry (5 c.).

Statistics of Manufactures.

[Each of these annual reports presents comparisons, for identical establishments, between two or more years as to Capital Invested, Goods Made, Persons Employed, Wages Paid, etc. The Industrial Chronology, which forms a Part of each Report, includes Industrial Chronology by Towns and Industries, Industrial Dividends, Stock Price Quotations, etc. Beginning with the year 1899, the Parts of the Annual Statistics of Manufactures are published separately.]

1892. I. Manufactures; II. Chronology. Cloth (17 c.).

1893. I. Manufactures; II. Chronology. Cloth (16 c.).

1894. I. Manufactures; II. Chronology. Cloth (12 c.).

1895. I. Manufactures; II. Chronology. Cloth (13 c.).

1896. I. Manufactures; II. Chronology. Cloth (11 c.).

1897. I. Manufactures; II. Chronology. Cloth (11 c.).

1898. I. Manufactures; II. Textile Industries; III. Chronology. Cloth (13 c.).

1899. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1900. I. Industrial Chronology (4 c.); II. Statistics of Manufactures (4 c.); cloth (9 c.).

1901. I. Industrial Chronology (O. P.); II. Statistics of Manufactures (3 c.); III. Manufactures: Comparisons, 1895-1900 (3 c.); cloth (10 c.).

1902. I. Industrial Chronology, 1902 (O. P.); II. Statistics of Manufactures (3 c.); cloth (10 c.).

Census of 1895.

[The Decennial Census of 1895 comprises seven volumes.]

Vol. I. Out of print.

Vol. II. Population and Social Statistics, cloth (31 c.).

Vol. III. Population and Social Statistics, cloth (24 c.).

Vol. IV. Population and Social Statistics, cloth (43 c.).

Vol. V. Manufactures, cloth (26 c.).

Vol. VI. The Fisheries, Commerce, and Agriculture, cloth (33 c.).

Vol. VII. Social Statistics and General Summaries, cloth (16 c.).

Special Reports.

A Manual of Distributive Co-operation — 1885 (5 c.).

Report of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in the United States — 1902 (5 c.) ; 1903 (5 c.).

Labor Bulletins.

No. 10, APRIL, 1899. Labor Legislation of 1898 — Trade Unionism in Massachusetts prior to 1880 — Contracts with Workingmen upon Public Work — Foreign Labor Disturbances in 1897 — Quarterly Review of Employment and Earnings: Ending April, 1899 — Editorial, (4 c.).

No. 11, JULY, 1899. Certain Tenement Conditions in Boston — Quarterly Review of Employment and Earnings: Ending July, 1899 (4 c.).

No. 14, MAY, 1900. Free Public Employment Offices — Employment and Unemployment in the Boot and Shoe and Paper Industries — Legislation affecting Hours of Labor — Quarterly Review of Employment and Earnings: Ending April 30, 1900 — Statistical Abstracts (3c.).

No. 15, AUGUST, 1900. Household Expenses — Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton — List of Subjects pertaining to Labor considered in the Latest Reports of American Statistical Bureaus — Massachusetts Labor Legislation in 1900 — Quarterly Review of Employment and Earnings: Ending July 30, 1900 (3 c.).

No. 17, FEBRUARY, 1901. Occupations of Residents of Boston: By Districts — Unemployment in Boston Building Trades — Conjugal Condition of Women employed in Restaurants — Comparative Earnings in Five Leading Industries — Resident Pupils in Public and Private Schools in Boston — Statistical Abstracts (3 c.).

No. 21, FEBRUARY, 1902. Physical Defective Population in Massachusetts in Relation to Industry — Distribution of the Industrial Population of Massachusetts — Compulsory Arbitration in New South Wales — Quarterly Record of Strikes — Statistical Abstracts (3 c.).

No. 27, AUGUST, 1903. Aliens in Industry — Immigration Act of the United States — Labor Day — Labor Legislation in 1903 — Quarterly Record of Strikes — Statistical Abstracts (4 c.).

No. 29, JANUARY, 1904. Eight-hour Day — Licensing of Barbers — Early Closing and Half-holiday Laws of Australasia — Industrial Studies, Proprietors — Palaces for the People — Quarterly Record of Strikes (5 c.).

No. 30, MARCH, 1904. National Trades Association — Massachusetts-born Living in Other States — Industrial Betterments — A Partial Religious Canvass of Boston — Current Comment on Labor Questions — Bi-monthly Record of Strikes and Lockouts — Prices of Certain Articles of Food in Toronto, Canada, and Massachusetts — Industrial Agreements — Labor Legislation in Other States and Foreign Countries — Recent Legal Labor Decisions — Statistical Abstracts (5 c.).

No. 31, MAY, 1904. City Labor in Massachusetts — Review of Employment and Earnings for Six Months ending April 30, 1904 — Average Retail Prices in 17 Cities — Bi-monthly Record of Strikes and Lockouts — Editorial, Rev. Jesse H. Jones — Industrial Agreements — Current Comment on Labor Questions — Labor Legislation in Other States and Foreign Countries — Recent Legal Labor Decisions — Excerpts — Statistical Abstracts (5 c.).

Labor and Industrial Chronology.

[Since 1899 those parts of the reports on the Statistics of Labor and Statistics of Manufactures relating to these subjects have been bound together in response to a demand for same. The following cloth bound copies are in print and will be mailed upon receipt of amount noted for postage.]

1901 — 8 cents.

1902 — 6 cents.



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MASSACHUSETTS

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SEPTEMBER, 1904.

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Current Comment—Immigration.

Industrial Agreements.

Excerpts.

Recent Legal Labor Decisions.

Trade Union Directory—1904.

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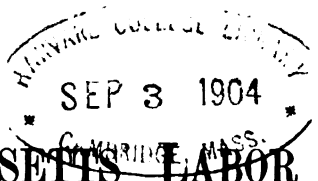
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1904.

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MASSACHUSETTS LABOR BULLETIN.

No. 33.

SEPTEMBER.

1904.

Editor: CHAS. F. PIDGIN, Chief of Bureau.

Associate Editors: FRANK H. DROWN, HELEN T. MCBRIDE.

LABOR AND EDUCATION.

[The Twentieth Annual Convention of the Officials of Labor Bureaus of America was held at Concord, New Hampshire, July 12-16, 1904. The delegates present represented the District of Columbia (United States Bureau of Labor and the Bureau of the Census), Connecticut, Indiana, Iowa, Kansas, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New York, North Carolina, Pennsylvania, and Ontario, Canada. The paper which follows was prepared and delivered by William Jewett Tucker, D.D., LL.D., President of Dartmouth College, Hanover, New Hampshire. At the closing session of the Convention, one of a series of resolutions was the following:

Resolved, That we thank President William J. Tucker, D.D., of Dartmouth College, for his epoch-marking address on the consanguinity of Labor and Education — natural and invincible allies in the conflict with capital that has no higher aim than profit. We believe that the labor question will be solved by a tripartite alliance between the college man, the educated working-man, and the educated employer. Educated labor, educated capital, and he whose education is his capital, will combine against mere commercialism and will win a substantial and lasting victory. We enlist in the cause, and to show our appreciation and endorsement of President Tucker's advanced views, agree at the earliest opportunity to publish his address in full in the official publications issued by the departments which we represent at this Convention.]

What I have to say is in the nature of some reflections upon the "mind" of the wage earner — an expression which I borrow from the opening sentence of the recent work by John Mitchell on Organized Labor: "The average wage earner has made up his mind that he must remain a wage earner."* I would not take this generalization in any unqualified way. The author has himself qualified it by the use of the word "average." But when reduced to its lowest terms it is, I think, the most serious statement which has been made of late concerning the social life of the country, for it purports to be the statement of a mental fact. If Mr. Mitchell had said that in his opinion the conditions affecting the wage earner were becoming fixed conditions, that would have been a statement of grave import, but quite different from the one made. Here is an interpretation of the mind of the wage earner, from one well qualified to give an interpretation of it, to the effect that the average wage earner has reached a state of mind in which he accepts the fixity of his

* "Organized Labor: its Problems, Purposes, and Ideals and the Present and Future of American Wage Earners," by John Mitchell, page IX.

condition. Having reached this state of mind the best thing which can be done is to organize the wage earner into a system through which he may gain the greatest advantage possible within his accepted limitations. I am not disposed to take issue with the conclusion of the argument (I am a firm believer in trade unions), but I do not like the major premise of the argument. I should be sorry to believe that it was altogether true. And in so far as it is true, in so far, that is, as we are confronted by this mental fact, I believe that we should address ourselves to it quite as definitely as to the physical facts which enter into the labor problem.

If "the average wage earner has made up his mind that he must remain a wage earner," we have a new type of solidarity, new at least to this country. No other man amongst us has made up his mind to accept his condition. The majority of men are accepting the conditions of their daily work, but it is not an enforced acceptance. This is true of the great body of people engaged in farming, in mercantile pursuits, and in most of the underpaid professional employments. In the social order one of two things must be present to create solidarity — pride or a grievance. An aristocracy of birth is welded together by pride. It perpetuates itself through the increasing pride of each new generation. An aristocracy is an inheritance not of wealth, for some "families" are very poor, but of an assured state of mind. An aristocrat does not have to make up his mind, it has been made up for him. An aristocracy is in this respect entirely different from a plutocracy. A plutocracy is at any given time merely an aggregation of wealth. People are struggling to get into it and are continually falling out of it. There is no mental repose in a plutocracy. It is a restless, struggling, disintegrating mass. It has no inherent solidarity.

Next to pride, the chief source of solidarity is a grievance. The solidarity may be transient or permanent. It lasts as long as the sense of grievance lasts. Sometimes the sense of grievance is worn out; then you have to invent some other term than solidarity to express the deplorable condition into which a mass of people may fall. But whenever the sense of dissatisfaction is widespread and permanent, it deepens into a grievance which creates solidarity. The human element involved is at work to intensify and perpetuate itself.

Now when it is said that "the average wage earner has made up his mind that he must remain a wage earner," the saying assumes unwillingness on his part, the sense of necessity; and therefore a grievance which, as it is communicated from man to man, creates a solidarity. If you can eliminate the grievance, you break up the solidarity. The wage earner then becomes, like the farmer, the trader, the schoolmaster, a man of a given occupation. The fact of the great number of wage earners signifies nothing in a social sense, unless they are bound together by a grievance, unless they have made up their mind to some conclusion which separates them from the community at large or the body politic.

We have come, it seems to me, to the most advanced question concerning "labor," as we find ourselves in the presence of this great mental fact which Mr. Mitchell asserts. What can be done to so affect "the mind of the wage earner" that it will not work toward that kind of solidarity which will be of injury to him and to society?

It is, of course, entirely obvious that a greater freedom of mind on the part of the wage earner may be expected to follow the betterment of his condition. This betterment of condition is the one and final object of the trade union. I doubt if one-half of that which the trade union has gained for the wage earner could have been gained in any other way. I doubt if one-quarter of the gain would have been reached in any other way. Trade unionism is the business method of effecting the betterment of the wage earner under the highly organized conditions of the modern industrial world.

But trade unionism at its best must do its work within two clear limitations. In the first place, every advance which it tries to make in behalf of the wage earner as such finds a natural limit. The principle of exclusiveness, of separate advantage, is a limited principle. At a given point, now here, now there, it is sure to react upon itself, or to be turned back. Organization meets opposing organization. Public interests become involved. Moral issues are raised. The co-operating sympathy of men which can always be counted upon in any fair appeal to it, turns at once to rebuke and restraint if it is abused. The wage earner in a democracy will never be allowed to get far beyond the average man through any exclusive advantages which he may attempt through organization.

In the second place, trade unionism can deal with the wage earner only as a wage earner, and he is more than a wage earner. There comes a time when he cannot be satisfied with wages. The betterment of his condition creates wants beyond those which it satisfies. The growing mind of the wage earner, like anybody's growing mind, seeks to widen its environment. It wants contact with other kinds of minds. When once it becomes aware of its provincialism it tries to escape from it — a fact which is clearly attested in the broadening social and political relations of the stronger labor leaders.

But while I believe that trade unionism is the business method of enlarging the mind of the wage earner through the betterment of his condition, I think that the time has come for the use, or adaptation of other means which may give it freedom and expansion.

One means of preventing a narrow and exclusive solidarity of wage earners is greater identification on their part with the community through the acquisition of local property. Mobility is, in the earlier stages of the development of the wage earner, the source of his strength. He can easily change to his interest. No advantage can be taken of his fixity. He can put himself, without loss, into the open market. He can avail himself at

once of the highest market price, provided his change of place does not affect injuriously his fellow workers in the union, an exception of growing concern.

But in the more advanced stages of labor the wage earner gains the privilege of localizing himself, and in so doing he takes a long step in the direction of full and free citizenship. A good deposit in a savings bank adds to his social value, but that value is greatly enhanced by exchanging it for a good house.

I am aware that in advocating the acquisition of local property I touch upon the large and as yet undetermined question of the decentralization of labor. If the great cities are to be the home of the industries then this idea can be realized in only a partial degree through suburban homes. But if the industries are to seek out or establish smaller centres then the wage earner has the opportunity to become more distinctly and more conspicuously a citizen.

Another means of giving freedom and expansion to the wage earning population in place of a narrow and exclusive solidarity is by giving to it ready access to the higher education. There is no reason why the former experience of the New England farmer and the present experience of the Western farmer should not be repeated in the family of the intelligent wage earner. The sons of the New England farmer who were sent to college identified their families with the State and church, and with all public interests.

They lifted the family horizon. I have said that this experience may be repeated in the families of the wage earner. It is being repeated. Let me give you an illustration with which I am familiar. The students at Dartmouth are divided about as follows, according to the occupation of their fathers: Forty per cent are the sons of business men, twenty-five per cent of professional men, fifteen per cent of farmers; of the remaining thirty per cent, more than half are the sons of wage earners. The per cent from the shops now equals that from the farm. I have no doubt that this proportion will hold in most of our Eastern colleges and universities. The home of the wage earner is becoming a recruiting ground for the higher education, which no college can afford to overlook. As Professor Marshall, the English economist, has said, "Since the manual labor classes are four or five times as numerous as all other classes put together, it is not unlikely that more than half of the best natural genius that is born into the country belongs to them." And from this statement he goes on to draw the conclusion that "there is no extravagance more prejudicial to the growth of the national wealth than that wasteful negligence which allows genius which happens to be born of lowly parentage to expend itself in lowly work." So much for the necessity of fresh, virile, and self-supporting stock to the higher education, if it is to discharge its obligation to society.

Virility is as essential to educational progress as it is to industrial progress. I am in the habit of saying that, from an educational point of view, it is on the whole easier to make blue blood out of red blood, than it is to make red blood out of blue blood. The reaction from the higher education upon the family of the wage earner is yet to be seen, but no one can doubt its broadening influence. As the representatives of these families become more numerous in our colleges and universities, and as they have time to make a place for themselves in all the great callings, they will of necessity lift those whom they represent toward their own level. Some of them will become captains of industry. I believe that in that capacity they will also become leaders of labor. For, as it seems to me, the settlement of the relations of capital and labor is to be more and more not in the hands of men who have been trained away from one another, but in the hands of men who have been trained toward one another. If we are to have industrial peace we must have the industrial virtues. These virtues are, honesty in work and in the wage of work, absolute fidelity on both sides in keeping agreements at whatever cost, and above all that sense of justice which can come only through the ability of one man to put himself in another man's place. This last virtue ought to be the product of the intellectual and ethical training of the schools. It is their business to teach us how to think right as well as how to feel right toward our fellow men.

I mention another source of freedom and breadth and power to the wage earner, a source which is common to all, namely, satisfaction in his work. The wage is not, and never can be, the sufficient reward of labor. This is just as true of the salary as of the wage. The difference at present lies in the fact that the person on a low salary is apt to take more satisfaction in his work than the person on a high wage—the school teacher on \$800 or \$1,000 a year in distinction from the mechanic on \$4 or \$6 a day. The present ambition of the higher-wage earner seems to incline more to the pecuniary rewards of his work than to the work itself. Doubtless this tendency is due in no slight degree to the fact that the wage earner is brought into constant and immediate contact with the money-making class. He sees that the value of the industry is measured chiefly by its profits. Sometimes the profits are flaunted in his face. At all times the thing most in evidence to him is money. I deprecate this constant comparison between the capitalist and the laborer. The comparison were far better taken between the workman and other men whose chief reward is not money. The old time professions still live and maintain their position through a certain detachment from pecuniary rewards. The exceptional doctor may receive large fees, but his profession forbids him to make a dollar out of any discovery which he may make, in medicine. The exceptional minister may receive a large salary, but his profession puts the premium upon self-denying work. Even the women and

law is more distinctively represented by the moderate salary of the average judge than by the retainer of the counsel for a wealthy corporation. The skilled workman, the artisan, belongs with these men, not with the money makers. In allowing himself to be commercialized he enters upon a cheap and unsatisfying competition. His work is an art, and he has the possible rewards of the artist. Under mediævalism the guild and the university were not far apart. I should like to see the relation restored and extended.

I am not speaking in this connection of the unskilled laborer. There is a point below which it is impossible to idealize labor. The man who works in ceaseless and petty monotony, and under physical discomfort and danger, cannot do anything more than to earn an honest livelihood, if, indeed, he receives the living wage. But he is as far removed from the advanced wage earner of our day as he is from any of the well-supported and well-rewarded classes. For him we are all bound to work, and to act, and to think, not as an object of our charity, but as a part of our industrial brotherhood. And whenever a great labor leader, be he John Burns or John Mitchell, goes to his relief and tries to give him self-supporting and self-respecting standing, we should count it not a duty but an honor to follow the leading. But equally do I hold it to be a duty and an honor, that as the wage earner advances in intelligence, in pecuniary reward, and in position, he should take his place without any reservation whatever among those who are trying to meet the responsibilities which attach to citizenship in a democracy.

I have not attempted, gentlemen, to enter at all in this brief discussion into the technical aspects of your work, but I am aware that I have covered ground entirely familiar to you. Very likely your broader judgment and clearer insight into details may modify some of my positions or make them untenable. But viewing the present disposition and purpose of the best intentioned leaders in the ranks of organized labor, with many of whom you have to do, I am convinced that their avowed object is not commensurate with their opportunity. I am convinced that the interpretation put upon the mind of the wage earner, if it represents a present fact, ought to suggest a duty toward the mind of labor. That duty is to give it freedom, breadth, expansion, to incorporate it into the common mind of aspiration and hope, the American type of mind. In saying this I do not overlook or minimize the imperative duty to raise the lowest wage earner to the highest place to which he can be lifted, and to give a future to his children and to his children's children. I would urge in the full apostolic sense the old apostolic injunction, — "We that are strong ought to bear the infirmities of the weak." But I would not stop with this duty. I would make the wage earner as he grows stronger a helper all round, a partner in all the serious work of the republic, an active power in that commonwealth which draws no line within the wants or hopes of man.

NIGHT WORK IN TEXTILE MILLS.

The statutes of Massachusetts in relation to the employment of women and minors in manufacturing or mechanical establishments are comprehensive and explicit in their provisions. These are contained in Sections 24 and 27 of Chapter 106 of the Revised Laws, which are appended.

SECTION 24. No child under eighteen years of age and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed fifty-eight in a week. Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of establishments exempted from the provisions of sections thirty-six and thirty-seven, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the chief of the district police, after approval by the attorney general. The employment of such person for a longer time in a day than that so stated shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which he was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the chief of the district police or to an inspector of factories and public buildings.

SECTION 27. No person, and no agent or officer of a person or corporation, shall employ a woman or minor in any capacity for the purpose of manufacturing between ten o'clock at night and six o'clock in the morning. Whoever violates the provisions of this section shall be punished by a fine of not less than twenty nor more than fifty dollars for each offence.

Special Agents of the Bureau visited 169 mills in the following cities and towns:

CITIES AND TOWNS.	Number of Mills Visited	CITIES AND TOWNS.	Number of Mills Visited
Adams,	4	NORTH ADAMS,	6
Billerica,	1	PITTSFIELD,	4
CHICOPPEE,	3	Southbridge,	2
Dracut,	2	Sturbridge,	1
FALL RIVER,	51	SPRINGFIELD,	1
FITCHBURG,	6	TAUNTON,	10
Grafton,	3	Webster,	1
HOLYOKE,	5	Williamstown,	1
LAWRENCE,	18	WORCESTER,	2
LOWELL,	29		
Methuen,	2		
NEW BEDFORD,	17	TOTAL,	169

Of the 169 mills, 115 were located in the cities of Fall River, Lawrence, Lowell, and New Bedford, all recognized centres of the textile industry. The 169 mills employed in 1903 an average force of 50,000 women and 30,000 young persons under 21 years of age.

The following table shows the number of women and minors employed after six P.M., and the number of hours worked during each month of the year 1903 :

Number of Women and Minors employed after Six p.m. and the Number of Hours Worked.

MONTH.	WOMEN			MINORS		
	Number	Hours	Average Hours	Number ^a	Hours	Average Hours
January,	248	7,048.7	28.4	46	1,701.0	37.0
February,	329	11,089.8	33.7	47	2,327.5	49.5
March,	315	10,686.0	33.9	34	1,035.5	30.5
April,	224	8,819.5	39.4	5	224.0	44.8
May,	105	3,841.5	36.6	1	40.0	40.0
June,	83	2,749.5	33.1	-	-	-
July,	94	3,510.0	37.3	5	141.0	28.2
August,	187	5,517.5	40.3	5	153.0	30.6
September,	165	7,755.5	47.0	6	165.0	27.5
October,	123	4,489.5	36.5	10	248.0	24.3
November,	157	5,025.25	32.0	11	487.0	44.3
December,	119	4,769.0	40.1	10	180.0	18.0
Average for the year 1903, . . .	174.9	6,275.1	35.9	15	558.1	37.2

The women and minors shown in the table as engaged in night work were employed in 12 different mills, 157 of the mills reporting that no women or minors were employed by them after six P.M. Of the 12 mills, eight employed women only, and the other four employed both women and minors. None of the women or minors so employed worked in the mills during the entire day, the 58-hour law being strictly obeyed.

The facts and figures contained in the table, and in the remainder of this article, were obtained from the books of the firms and corporations by our Special Agents, and each agent was required to certify to the fact on the report for each mill visited by him. In the majority of cases the paymaster or other officer also certified as to the correctness of the reports.

A consideration of the table shows that the service was rendered by an average of 175 women and 15 minors. The greatest number of women employed in any one month was 329, in February, 1903; the greatest number of minors was 47, employed during the same month.

In that month the 329 women were employed 11,089.8 hours, an average of 33.7 hours, or only four hours more than one-half of the time worked each week by the day workers.

The minors employed during the month of February worked, on the average, 49.5 hours, or 8.5 hours less in a month than the day workers did in a week.

Taking the results for the year, we find that an average of very nearly 175 women worked 6,275 hours, or very nearly 36 hours a month, being 62 per cent of a regular week's work. During the same year an average force of 15 minors worked 558 hours on the average, or a little more than 37 hours a month, being 64 per cent of a regular week's work.

Of the 10 mills employing women only after six P.M., during the year 1903, one employed them for two months; one for three months; four for

four months; two for five months; and two for each month in the year. Of the two mills employing both women and minors at night work, one gave employment for 10 months, the other furnishing employment to the women for the entire year, but the minors were employed for only three months, January, February, and March.

These 12 mills employed in 1903, on the average, 3,931 women over 21 years of age, and 2,239 young persons under 21 years of age.

The next table shows the rate of pay for night work for women and minors in the 12 mills.

RATES.	Number of Mills paying Specified Rates	RATES.	Number of Mills paying Specified Rates
<i>Women.</i>		<i>Women — Con.</i>	
Regular (piece work),	3	26 $\frac{1}{10}$ per cent additional,	1
Time and a quarter,	3	33 per cent additional,	1
10 per cent additional,	1	38 $\frac{1}{2}$ per cent additional,	1
14 $\frac{1}{10}$ per cent additional,	1		
16 $\frac{1}{10}$ per cent additional,	1	<i>Minors.</i>	
20 $\frac{1}{2}$ per cent additional,	1	Regular,	1
22 $\frac{1}{10}$ per cent additional,	1	26 $\frac{1}{10}$ per cent additional,	3
25 per cent additional,	2	50 per cent additional,	1

In conclusion, from the statements made to the Bureau agents by the mill officers, we present some extracts showing the nature of the night work performed by the women and minors so employed, the reasons given for considering night work necessary, and the extra pay allowed women and minors for different branches of the work. The figures preceding each excerpt are the "office numbers" prefixed to identify the different mills.

No. 3. Employed women during the months of June, July, August, and September, four hours a night, that is, from six P.M. until 10 P.M. five nights a week. The persons who worked nights in this mill did not work during the day in this or any other mill, and received 10 per cent advance over the day rate of pay.

No. 5. Employed women in twisting department during the nights of January, February, and March. They received no extra pay for night work, but for each 50 hours 58 hours' time was allowed, equivalent to an increase of 16 $\frac{1}{10}$ per cent. French drawers (women) worked August, September, and October and received 13 $\frac{1}{2}$ cents for night work, an increase of 14 $\frac{1}{10}$ per cent over the day rate. Quillers and spoolers (women) worked some portion of the night for all the months except August, September, and October and received time and a quarter. Gill boxers (women) worked during March, April, August, and September and received 13 $\frac{1}{2}$ cents an hour for night work, an advance over the day rate of 22 $\frac{1}{10}$ per cent. Rovers (women) worked February, March, April, May, August, and September and received 13 $\frac{1}{2}$ cents an hour for night work, an increase of 20 $\frac{1}{2}$ per cent over the day rate. Weighers (minors) worked January, February, and March and received 12 cents an hour for night work, an increase over the day rate of 26 $\frac{1}{10}$ per cent. Fitting tenders (minors) worked nights in January, February, and March and received 12 cents an hour for night work, an increase over the day rate of 26 $\frac{1}{10}$ per cent. Doffers (minors) worked January, February, and March and received 12 cents an hour for night work, an advance over the day rate per hour of 50 per cent.

No. 15. The women who were employed after six o'clock P.M. during 1903 were not employed in this or any other mill during the day time. They were women of families, who were engaged in household duties during the day and worked in the mill nights in order to increase their limited incomes, which opportunity was eagerly solicited by them. Their pay for work in the mill was 15 cents an hour for night work as against 10 $\frac{1}{10}$ cents an hour paid day hands, an advance of 38 per cent. The work is sought by this class of employees, instead of its being imposed upon them.

No. 16. Women work by the piece and receive, as near as can be estimated, about one-third more for night than for day work. No estimate can be made of the increase of the pay of minors for night work, as there was only one at work, and he never did any day work. He was the son of one of the overseers, who for a time worked nights at different jobs. He received 15 cents an hour for 46 hours and 9 cents for the remaining 10 hours' work.

No. 20. No women and no children under 18 years of age, except one woman who worked about 1½ hours during the time specified, were employed in these mills at night time after six P.M. or before six A.M. during the year 1903.

No. 21. During the year 1903 the dyehouse of this mill was run until nine o'clock P.M. at different times, but it did not employ any women or minors after six o'clock P.M.

No. 38. No women or minors employed in this mill after six o'clock P.M. or Saturday after 12 M. during the year 1903. Part of the mill was run nights during the year from six P.M. to 5.30 A.M. four days a week (except on a few occasions), and on Friday night from six P.M. to six A.M. Saturday. Some of the time the mill ran Saturday afternoons from 12 to five.

No. 39. Three of the mills were run nights during the year 1903, but only one of them employed any women on night work, and in no case was a minor allowed to work nights. Most all the work done nights was in the combing and carding rooms and in the machine shops, and only men were employed. The persons who worked nights did not work in the day time, and they received 10 per cent advance over the rate of wages paid for the same kind of work done in the day time. The treasurer stated that while he did not have to employ more women during 1903 to work nights, yet from past experience in former years, he believed that the time might come when it would be necessary to employ a few women to work till 10 o'clock nights, for the reason that there is a certain class of work which the women have to do, and unless they are allowed to work, there would be no employment for the men.

No. 40. This mill did not run nights during 1903, except a short time that the printing department was run after six P.M., but did not employ any women or minors after six P.M.

No. 41. Part of the year of 1903 the carding rooms of this mill were run till nine o'clock P.M., but did not employ any women or minors in the mill after six o'clock P.M. during 1903.

No. 42. This bleachery was run nights for about nine months during 1903, the finishing and starching departments and sometimes the washers. Did not employ any women or minors after six o'clock P.M. during 1903.

No. 43. The carding department of these mills was run nights for about three months during 1903, but did not employ any women or minors in the mills after six o'clock P.M.

No. 44. Part of the carding department and all of the spinning department of these mills were run nights during 1903, but did not employ any women or minors after six o'clock P.M.

No. 45. The carding and combing departments of this mill were run nights until August 1, 1903, and since that time, until nine o'clock P.M., but no women or minors were employed in the mill after six o'clock P.M.

No. 46. Part of these mills was run nights from May 20 to July 1, but no women or minors were employed after six o'clock P.M. during 1903.

No. 47. The carding department of these mills was run most of the time during 1903 until nine and 10 o'clock P.M., but no women or minors were employed after six o'clock P.M.

No. 48. The carding department of these mills was run until nine and 10 o'clock P.M. during 1903, but no women or minors were employed after six o'clock P.M.

No. 52. The spinning department of this mill was run a few nights in August, 1903, on account of low water, but not run over 58 hours a week, and running was authorized by the Factory Inspector. No women or minors employed nights.

No. 86. Mills have been constructed in some States, notably Rhode Island, with a view to running some departments at least all night, thereby placing at a disadvantage other mills running but 10 hours, as the mill running all night employs less invested capital to produce the same amount of goods, and the fixed charges of manufacturer are practically the same. Employees in these mills do not generally get extra pay for night work. There are no mills of this kind in Massachusetts.

No. 123. This mill did not run nights during 1903. A strike took place in this mill in the latter part of November, 1903, and in January, 1904, began running nights in the spinning department and are still running nights, but do not employ any women or minors on night work.

EXCERPTS

Relating to Labor, Industrial, Sociological, and General Matters of Public Interest.

Arbitration Act of Maryland, 1904.

AN ACT PROVIDING MEANS FOR THE SETTLEMENT OF DISPUTES BETWEEN EMPLOYERS AND EMPLOYEES BY MEDIATION, OR VOLUNTARY ARBITRATION, AND THE INVESTIGATION OF THE CAUSES OF SUCH DISPUTE.

Sec. 1. *Be it enacted by the General Assembly of Maryland:*

That upon information furnished by an employer of labor, whether person, firm or corporation, or by a committee of employees, or from any other reliable source, that a controversy or dispute has arisen between employer and employees, involving ten or more persons, which controversy or dispute may result in a strike or lockout, the Chief of the Bureau of Industrial Statistics of Maryland, or such person officially connected with said Bureau of Industrial Statistics as may be deputized in writing by the said Chief of said Bureau of Industrial Statistics, shall at once visit the place of controversy or dispute and seek to mediate between the parties if, in his discretion, it is necessary so to do.

Sec. 2. And be it further enacted, That if mediation cannot be effected as provided for in Section 1 of this Article the Chief of the Bureau of Industrial Statistics, or such person officially connected with said Bureau as may be by him deputized in writing, may, at his discretion, endeavor to secure the consent of the parties to the controversy or dispute to the formation of a board of arbitration, which board shall be composed of one employer and one employee engaged in the same or similar occupation to the one in which the dispute exists, but who are not parties to the controversy or dispute, and to be selected by the respective parties to the controversy; the third arbitrator may be selected by the two first-named arbitrators, and said third arbitrator so selected shall be president of the board of arbitration, and upon the failure of the two first-named arbitrators, as aforesaid, to agree upon the third arbitrator, then the Chief of the said Bureau of Industrial Statistics shall act as third arbitrator, or he may deputize, in writing, some person officially connected with said Bureau to so act, and said Chief, or the person who may be so deputized by him, shall act as president of said board.

Sec. 3. And be it further enacted, That the President of the said board provided in Section 2 of this Article shall have power to summons witnesses, enforce their attendance, and administer oaths and hear and determine the matter in dispute, and within three days after the investigation render a decision thereon, a copy of which shall be furnished each party to the dispute, and shall be final.

Sec. 4. And be it further enacted, That in all such cases of dispute as aforesaid, as in all other cases, if the parties mutually agree that the matter in dispute shall be arbitrated and determined in a mode different from the one hereby prescribed, such agreement shall be valid, and the award and determination thereon, by either mode of arbitration, shall be final and conclusive between the parties. It shall be lawful in all cases for

an employer or employee, by writing under his hand, to authorize any person to act for him, in submitting to arbitration and attending the same.

Sec. 5. And be it further enacted, That the Board of Arbitration shall employ a clerk at each session of the Board, who shall receive three dollars per day for his services, to be paid, upon approval of the Chief of the Bureau of Industrial Statistics, out of the funds appropriated for the expenses of the Bureau of Industrial Statistics.

Sec. 6. And be it further enacted, That should the Chief of the Bureau of Industrial Statistics, or the person deputized by him as aforesaid, fail to mediate or secure the consent of the parties to the controversy or dispute, to submit the matter to arbitration, then the said Chief of Bureau of Industrial Statistics, or the person deputized by him as aforesaid, shall proceed to thoroughly investigate the cause of the dispute or controversy. He shall have the authority to summons both parties to appear before him and take their statements, in writing or under oath, and having ascertained which party is, in his judgment, mainly responsible and blameworthy for the continuance of said controversy or dispute, shall publish a report in some daily newspaper, assigning such responsibility or blame, over his official signature.

Sec. 7. And be it further enacted, That for the purposes of the investigation as aforesaid, the Chief of said Bureau of Industrial Statistics, or such person as he may deputize in writing as aforesaid, shall have power to administer oaths, to issue subpoenas for the attendance of witnesses, to enforce the attendance of witnesses, production of papers and books, to the same extent that power is possessed by Courts of record or judges thereof in this State.

Sec. 8. And be it further enacted, That all information of a personal character or pertaining to the private business of any person, firm or corporation, or which might have a tendency to expose the profits or methods of doing business by any person, firm or corporation, coming to the knowledge of the Chief of said Bureau, or person deputized by him, or to the arbitrators, selected under the aforesaid provisions, shall be deemed confidential, and so treated, and all documents and testimony taken shall be sealed and filed in the office of the Bureau of Industrial Statistics.

Sec. 9. And be it further enacted, That all Acts inconsistent with this Act be, and the same are, hereby repealed.

Sec. 10. And be it enacted, That this Act shall take effect from the date of its passage. — *Approved April 12, 1904.*

Trades Dispute Act, Great Britain, 1904.

The following bill to legalize the peaceful conduct of trade disputes and to alter the law affecting the liability of trade union funds was introduced and discussed in Parliament in 1904. It was rejected and laid over until next year.

"Be it enacted by the King's most excellent Majesty, by and with the advice and consent of the Lords Spir-

itual and Temporal, and Commons, in this Present Parliament assembled, and by the authority of the same, as follows:

Legalisation of Peaceful Picketing.

1. It shall be lawful for any person or persons acting either on their own behalf or on behalf of a Trade Union or other association of individuals, registered or unregistered, in contemplation of or during the continuance of any trade dispute, to attend for any of the following purposes at or near a house or place where a person resides or works or carries on his business or happens to be:

- a. For the purpose of peacefully obtaining or communicating information.
- b. For the purpose of peacefully persuading any person to work or abstain from working.

Amendment of Law of Conspiracy.

2. An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be ground for an action if such act when committed by one person would not be ground for an action.

Protection of Trade Union Funds.

3. An action shall not be brought against a Trade Union or other association aforesaid for the recovery of damages sustained by any person or persons by reason of the action of a member or members of such Trade Union or other association aforesaid."

Child Labor.

It appears that the child labor situation in the United States has been greatly overdrawn, as to vital points, by hasty and inadequate consideration of the Census figures, in certain quarters. The Massachusetts Bureau of Labor Statistics points out the fact that of the 1,752,187 persons in the country, under 16 years of age, who were reported, in the latest Census year, as having some gainful occupation, no fewer than 1,062,251 were engaged in agriculture, while 280,143 were employed in personal and domestic service, the most common occupations being such work as that of messengers and household servants, nurses for children, and the like. Such labor is by no means inconsistent with health and reasonable opportunities for long and useful life. It is very different from work in mines, for instance, or many kinds of factories. Nothing is easier than gross exaggeration of the significance of facts taken apart from the conditions which often explain and modify them in vital particulars. — *Leader, Cleveland, Ohio.*

The mills and mines, where child labor is the most injurious, exhausting, and often fatal to children, employ but 16 1/4 of the working child population. Lighter forms of employment account for 24 per cent of the remainder, and fully 60 per cent of all the children who work in the United States are employed on the farms. Of course, these are the average conditions, in the country at large, and the deductions which might be made would not apply in mining States like Pennsylvania, or some of the cotton States, where the child labor conditions might indeed be called "appalling." But the three-fifths of the children who work on the farms are not to be wept over too bitterly. Our fathers or our grandfathers did the same, and it made them sturdy, resolute, typical Americans — it made Presidents of some of them, bank directors or railroad officials of others, and they got their grit and energy when they were boys working on the farm. — *Argus, Albany, N. Y.*

We are born into this sphere of existence to work, and those of us who find something useful to do and early settle down to doing it the best way we can make the real successes in life. It will be well, we think, for the youth of the country when our educational ideas so change that there will be more work and less play in schools. The time will come when the child will be expected, as soon as he has wants, to do something towards supplying them himself. The subsidized schools and endowed teachers who with their pupils consume, but produce nothing, are out of tune with the proper development of the day. There is no reason to believe that boys and girls would learn any less than they now do even if their educational courses were so planned as to embrace a little of the practical and utilitarian along with the theories and principles they are supposed to imbibe. If boys and girls were expected, while in school, to earn some of the necessities of life, they would get a better idea of the value of time and money, too. We think that the entrance of children into gainful operations is not a calamity but a blessing to the children anyway except where the child is forced to toil for the profit of others rather than his own training and support. For us to permit our youth to be made into beasts of burden, not only prematurely aging them but robbing adult labor, is suicidal, but not more so than to attempt to prepare them for lives of useful work by an education that has in it no phases of gainful toil. — *Times, Toledo, Ohio.*

In the note to a recent magazine article this statement was made: "There are about 1,750,000 children, between the ages of 10 and 15, employed in the mines and factories of the United States." That is presented as a terrible indictment against the American people. We were expected to hang our heads in shame. But is it true? The Census for 1900 gives the whole number of children, below 16, employed at any sort of labor as 1,752,187. The Massachusetts Labor Bulletin shows by tables that out of each hundred of these children 61 are engaged in agricultural pursuits; 16 in domestic service; and 16 per cent only in mines and factories. The mistake of the magazine writer lay in lumping together all children engaged in any labor and crediting the sum total to "mines and factories." There is nothing revolting to the average American boy against "workin' on the farm." Didn't Abraham Lincoln work on the farm? Didn't Alton B. Parker work on the farm? Haven't most of our great men, in their boyhood, worked on the farm? Of course they have; and though it is often wearisome there is nothing degrading about it and nothing to stifle the ambition of any youth. It is a very different thing to be employed in a mine or factory; for there one is away from nature, and one's mind becomes warped and distorted by a constant repetition of purely mechanical pursuits. The number of families in the United States is 16,239,797, according to the Census of 1900, composed of 4.7 persons in each. Of these nine-tenths are able and willing to support their children without calling on them to labor. Of the one-tenth whose children have to work, 61 per cent are farmers. This is a piece of good news which *The Observer* is glad to print — as it saw the magazine article in question and credited its truthfulness. — *Observer, Utica, N. Y.*

Japanese Opinion of American Textiles.

I found that the markets of Manchuria, which had been almost entirely controlled by England for many years, had been invaded so successfully by American firms that the British consul at Shanghai had just reported to his government: "America has become

such a formidable competitor in Manchuria that she is driving out our trade."

In the early days of the relations between Japan and the United States, we sold most of our raw material and manufactures to the United States, and you sold very little to us. There was no comparison in the balance of trade. For instance, 10 years or so ago the raw cotton imported into Japan from the United States equaled not more than \$150,000 in value. To-day the annual importation equals \$10,000,000.

Formerly raw and manufactured silk (especially pongee), rugs, and straw mattresses were shipped to America in enormous quantities. Especially was this the case with the pongee silks, which are made in five classes—plain, striped, figured, checked, and very light weight. But when, five years ago, I visited Paterson, N. J., I found the manufacturers there making the figured, striped, and checked pongees of such excellent quality that they had succeeded in driving out entirely any importation of these varieties. At present they are too busy to turn their attention to the two varieties mentioned; they have enough to do. Yet just as soon as they get time to give this other matter their undivided attention, I have no doubt they will exclude the whole of our silk goods by perfectly fair competition, instead of three-fifths as at present.

Ten years ago we exported to this country \$3,500,000 worth of rugs every year. That trade has gone entirely. As for the straw mattresses, one American firm has established a factory at Hong Kong, buys its raw material in China, and ships the manufactured article to America.—*Baron Kaneko in The Manufacturer, July 1, 1904.*

Cotton Mills Close in Canada.

It is reported from Montreal that at a meeting held in that city on the 17th inst., at which the Merchants' Company, the Canada Colored Cotton Company, Dominion Cotton Mills Company, and the Montreal Mills

Company were represented, it was decided, on account of fluctuations and high prices in the raw-cotton market, to close the mills belonging to these companies on or before July 1. The companies named produce a very large proportion of the cotton goods manufactured in Canada.—*John G. Foster, Consul General, Ottawa, Canada, June 18, 1904.*

Ten-hour Law in Europe.

M. Julliard-Hartmann, President of the Syndicate of Cotton Manufacturers of the Vosges, has given some interesting evidence before the French Textile Commission. He stated, in the first instance, that the recent conference at Zurich showed that out of all the nine cotton manufacturing countries there represented France had suffered most owing to the cotton crisis. On behalf of the manufacturers he protested strongly against any uniform application of the 10-hour law to all the cotton mills of France. He stated that the manufacturers had no objection to the shortening of the hours of labor; he was convinced that the shorter working-day would be beneficial to all concerned, but he holds France is not in a position to lead the way, as her cotton manufacturers cannot afford to be rigorously bound down to 60 hours a week whilst their competitors are under no such restriction. He is anxious, however, to see a universal 10-hour law passed by the Parliaments of all the countries represented at the Zurich conference, but does not think that such a reform is likely to be carried through. He has taken the opinion of German and Italian manufacturers, and has found them strenuously opposed to any further interference with the hours of labor on the part of their respective governments. He volunteered the information that some of the manufacturers in the remote districts of the Vosges habitually ignored the factory laws, and he impressed upon the Commission the necessity of rigorous factory inspection.—*American Cotton Manufacturer, Charlotte, N. C., July 14, 1904.*

INDUSTRIAL AGREEMENTS.

The presentation of trade agreements between employers and employees in Massachusetts was begun in Labor Bulletin No. 28, November, 1903. In this Bulletin, however, we introduce pertinent and interesting data relative to industrial agreements in Australia, as well as a synopsis of the agreement entered into between the Chicago Shoe Manufacturers and the Boot and Shoe Workers' Union in Chicago. The last-named agreement is important, inasmuch as it is the first which has been brought to the attention of the Bureau in which the open shop is conceded.

Australia.

In Australia, where labor conditions are from the view point of the trade union as near perfection as it is possible for them to become at the present day, industrial agreements are in the main compulsory on both parties when the award is made by the Industrial Board of Conciliation and Arbitration and accepted by both parties. Incorporated in each

agreement is a clause giving preference to members of trade unions—other things being equal. In a recent award given by the Wellington, New Zealand, Board of Industrial Conciliation and Arbitration, it was agreed that, "Employers shall employ members of the Wellington Plasterers' Union in preference to non-members, provided that the members of the Union are equally qualified with the non-

members to perform the work to be done and are ready and willing to undertake it."

In case a workman finds that he is unable to earn the minimum wage, the following rule usually governs: "Any workman who may consider himself incapable of earning the minimum wage heretofore prescribed for his age or class of work may be paid such less wage (if any) as may from time to time be agreed upon in writing between the president or secretary of the union, the employer from whom employment is sought, and the worker, and in default of such agreement as may from time to time be fixed in writing by the Chairman of the Conciliation Board for this industrial district—twenty-four hours' notice in writing of the application to such Chairman being first given to the secretary of the union by the said worker; and the said secretary and the said employer shall each be entitled to be heard by the said Chairman upon such application."

The following is the usual form of award so far as it relates to preference of union men:

So long as the rules of the union shall permit any person of good character and sober habits, and who is a competent workman, to become a member of the union upon payment of an entrance fee, upon his written application, without ballot or other election, and so to continue upon payment of subsequent contributions, whether payable weekly or not, employers shall employ members of the union in preference to non-members, providing that there are members of the union equally competent with non-members to perform the work required to be done, and ready and willing to undertake it. This clause shall not compel employers to refuse to continue to employ persons now in their employment.

The union shall keep in some convenient place within one mile from the chief post office a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all the members of the union for the time being out of employment, with a description of the branch of the trade in which each such member claims to be proficient, and the names, addresses, and occupations of every employer by whom each such member has been employed during the preceding two years. Immediately on such member obtaining employment a note thereof shall be entered in the book. The executive of the union shall use his best endeavors to verify all the entries contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall be in any particular wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used his best endeavors to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 A.M. and 5 P.M. on every working-day except Saturday, and on Saturday between the hours of 8 A.M. and 12 noon. If the union shall fail to keep the employment-book in manner provided by this clause, any employer may in such case and so long as such failure shall continue engage any person, whether a member of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions.

Notice by advertisement in the newspapers shall be given by the union of the place where such employment-book is kept, and of any change in such place.

Employers shall not discriminate against unionists in the engagement or dismissal of their men, nor in the conduct of their business do anything

for the purpose of injuring the union either directly or indirectly.

When members of the union and non-members are employed together they shall work in harmony and under the same conditions, and shall receive equal pay for equal work.

The following provision is affixed to many agreements where the membership in the trade union is limited:

Provided that it shall at no time be obligatory upon the companies concerned, or either of them, to discharge any non-unionist worker who may then be in their employment by reason of the fact of a member of the aforesaid union applying for the position occupied by such non-unionist. Provided also that, should circumstances render it necessary for one of the companies to reduce the number of men employed, it shall be in the absolute discretion of such company's manager to decide whether unionists or non-unionists shall be discharged, regard being had in good faith solely to the fitness in every respect of the men retained for the position they may occupy.

Chicago, Illinois.

On June 7, 1904, an agreement was entered into between six shoe manufacturing concerns, known as the Chicago Shoe Manufacturers, and the Union of Shoe Workers in Chicago. This agreement was signed on the part of the shoe workers by President John F. Tobin. The preamble read: "It is understood that the object of this agreement is to establish a fair condition of labor in the various factories and for the enhancement of the business interests of the shoe industry in this City." The first section in the agreement conceded the open shop. President Tobin in reporting on this agreement stated that this was in accordance with the established and universal practice in all factories that did not use the union stamp under the regular arbitration contract. Section 2 provides for the re-establishment of the wages, hours, and conditions that were in operation prior to the lockout which began on May 1, 1904. It also provided that no change in wages of any kind should be established without the consent of the union. This section also contained a provision for adjusting wages for persons above or below the average in skill or capacity, but did not operate except with the consent of the union. If the union chose to agree with the manufacturers that old men or men below the average in skill or capacity should work for less than the regular scale, they might adopt this course rather than cause such person to lose his employment, but in all cases the standard of wages remained unless the union consented to the change. This same rule applies where persons are above the average in skill or capacity. The third essential in the important section of this agreement is No. 15, which provides that no business concerning wages and conditions of labor shall be adjusted between each employer and business agent of the Council or other chosen representative, except in the case of one firm in which factory wages were to be adjusted between the employer and a committee of three of their own employees. It is understood, however, that such committee is appointed by the union and acts upon the authority of the union. This agreement did not provide for arbitration, nor for the use of the union stamp. Mr. Tobin states that, as he understands it, the open shop is intended to abolish the collective form of agreement for labor and obliges the individual workman to bargain single-handed with

his employer, which form of open shop he objects to; but if associations of employers are satisfied to accept the open shop as provided by this Chicago Agreement, he and the other officers of the union are prepared to accept the situation cheerfully.

Boston.

TEAMSTERS.

Transfer Drivers and Helpers Union No. 612 and Armstrong Transfer Express Co.

1. It is hereby agreed by and between the parties to this agreement that six days shall constitute a working-week.

2. That 11 hours shall constitute a working-day with one hour for dinner, said time to be continuous from time of registering out in the morning until time of registering in at night.

3. The wage scale shall be as follows: Single drivers, \$12 a week; double drivers, \$14 a week; helpers, \$9 a week.

4. The wages for overtime shall be as follows: Drivers shall be paid at the rate of 25 cents an hour; helpers 20 cents an hour.

5. That holidays be paid for at the rate of double overtime; holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, and Christmas.

6. That all regular men on theatre or any other kind of work at night be paid the regular rate for overtime regardless of the number of hours worked on the preceding day.

7. All extra men on theatre or any other kind of work to be paid not less than one-half a day's wages, but if aforesaid work should continue over six hours, said men shall receive a full day's pay.

8. That there shall be a recognized number of extra men to take the place of men sick, etc., who shall be timed as they arrive each morning and given work, if any, by taking the names from the head of the list.

9. When drivers are wanted they are to be chosen from the helpers, among whom there are always several competent ones.

10. The Armstrong Transfer Express Co. agrees to employ none but members of the I. B. of T. in good standing; if none are available and new men are to be employed they must signify their intention of becoming members at the next regular meeting; failing to do so they shall be discharged by the A. T. E. Co. on demand by T. D. & H. No. 612.

11. The said company shall furnish free of charge all uniforms, to be made of union goods only.

12. The said company agrees to employ none but union teams when employing outside teams.

13. The said company agrees not to discriminate against union labor, or discharge any union man now in their employ without just and sufficient and reasonable cause, said cause to be given on demand to any officer of the Union.

14. The members of Transfer Drivers and Helpers Union No. 612 will at all times use their best endeavors to further the interests of the Armstrong Transfer Express Co.

15. Should any difference arise between employer and employee which cannot be adjusted between them, it shall be referred to a committee of three members, one to be selected by employer, one by Union No. 612, and the third to be selected by the first two, who all together shall constitute a committee to adjust said difference; and it is also agreed that while matter is pending before committee for

adjustment, there shall be no strike or lockout by either party, and the decision of the committee shall be final.

16. This agreement shall be in full force and effect from August 1, 1904, to May 1, 1906; new agreement to be presented 30 days prior to the expiration of this agreement.

TEAMSTERS.

International Brotherhood of Teamsters No. 343 and Master Teamsters of Boston and Vicinity.

1. Eleven hours in 12, from 7 A.M. to 7 P.M., shall constitute a working-day. One hour, on or as near the usual hour, 12 to one, as possible, be allowed for dinner.

2. All time over and above said time shall be paid for at the rate of 25 cents an hour, or fractional part thereof, except Sundays and legal holidays, which shall be paid for at the rate of time and one-half.

3. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, Memorial Day, June 17, July 4, Labor Day, Thanksgiving, and Christmas. Under no circumstances shall any member of the organization be required to work on Labor Day. The days herein named shall not be deducted from the regular weekly wages.

4. All teamsters shall receive not less than \$14 a working-week, and all helpers shall receive not less than \$13 a working-week.

5. Drivers of covered vans, or three-horse teams, shall receive not less than \$15 a working-week.

6. In hiring men in the future, members of the International Brotherhood of Teamsters shall be given the preference when of equal capacity and skill, and one member of the organization in each stable shall be allowed to act as representative of the organization without discrimination.

7. A strike shall not be considered except as herein named. A strike ordered by the International Brotherhood of Teamsters shall not be an annulment of this agreement, or a violation of the contract. Should a strike be ordered by the International Brotherhood of Teamsters, as above, and a settlement and termination not be agreed to by both parties, the question shall be submitted to the State Board of Conciliation and Arbitration with both committees for conciliation and arbitration.

This agreement shall take effect May 2, 1904, and continue in force until three years from date.

TEAMSTERS.

Market and Commission House Teamsters Union No. 631 and Market Branch of Master Teamsters Association.

1. It is agreed that in hiring men in future members of the International Brotherhood of Teamsters shall be given the preference.

2. That 11½ hours within 13 shall constitute a working-day, said time to commence at 4.45 A.M. and expire at 5.45 P.M., from May 1, 1904, to October 1, 1904.

a. That 30 minutes be allowed for breakfast, as near 7 A.M. as possible; and one hour be allowed for dinner as near 12 M. as possible.

b. That 10 hours within 11 shall constitute a working-day, from October 1, 1904, till April 1, 1905; said time commence at 6 A.M. and expire at 5.30 P.M., one hour to be allowed for dinner as near 12 M. as possible.

3. All time over and above the aforementioned time shall be paid for at the rate of 25 cents an hour

or fractional part thereof, except Sundays, which shall be paid for at the rate of double time.

a. It is understood that men shall care for the horse or horses they drive, on the mornings of Sundays and holidays, and pile sleds on one holiday without extra pay; and that in no case shall the payment for a holiday be deducted. If a man be called to work on a holiday, he shall be paid 25 cents an hour additional after 10 A.M.

4. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, June 17th, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Under no circumstances shall a member of the organization be required to work on Labor Day.

5. The weekly rates of wages recognized by this agreement are as follows:

1-horse light wagon,	\$12
1-horse heavy wagon from May 1, 1904, to October 1, 1904,	14
1-horse heavy wagon from October 1, 1904, to April 1, 1905,	13
2-horse teams, light,	14
2-horse teams, heavy,	15
3-horse teams,	16
4-horse teams,	17

6. It is agreed that in the case of extra teams being required the men will co-operate with the employers, but that no regular driver shall be called upon to do a full day's work on an extra team.

7. Should a strike be ordered by the International Brotherhood of Teamsters as above and a settlement and termination not be agreed to by both parties, it shall be submitted to the Joint Council of Teamsters of Boston, with both committees, for conciliation.

8. This agreement is to continue in force until May 1, 1905.

BOTTLERS AND DRIVERS.

Bottlers and Drivers No. 122, United Brewery Workmen and Proprietors.

1. None but members of Union 122 of the International Union, United Brewery Workmen, shall be employed in bottling establishments. Boys under 21, women and girls not included in this contract. Girls and boys shall do such work as hand-labelling, hand-wiring, tin-folling and putting on wrappers. In case the Union is unable to furnish a man satisfactory to the employer in case of need, it shall be the privilege of the employer to engage any man he wishes and such employee shall then be admitted to the Union.

2. Nine hours shall constitute a day's work in the months of October, November, December, January, February, and March, and 10 hours shall constitute a day's work for the remaining six months in each year. All time over that shall be considered overtime, except that no overtime shall be allowed to route drivers or strikers unless required to do other than their regular work. No man shall refuse to work overtime, but he shall not be obliged to work on Sunday except teamsters or strikers, who shall give one hour to the care of their horses.

3. In case of sickness of, or accident to, any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within three months.

4. Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president, or general manager, whose decision shall not be subject to arbitration. At such

hearing the business agent of the Union may be present.

5. In case of slack business as many men as necessary may be laid off alternately, not longer than one week at a time, all men taking their turn as far as possible without interfering with the business.

6. Men employed in bottling establishments for 12 consecutive months shall be considered as regular employees. Extra help hired during the busy season shall not be considered as regular employees and shall be entitled to temporary employment only. Vacancies among regular employees may, if needed, be filled from the extra help hired. No help shall be hired upon the recommendation of a customer.

7. Foremen employed in the bottling establishment shall not do work belonging to members of this Union.

8. Scale of wages:

Drivers, not less than \$15 a week.
Strikers, not less than \$12 a week.
Machine operators and bottlers, not less than \$14 a week.
Packers, not less than \$13 a week.
Other employees, not less than \$12 a week.
Overtime shall be paid at the rate of 30 cents an hour.
Trip strikers, not regular employees, shall be paid at the rate of 30 cents an hour.

Present wages shall not be reduced.

9. Permanent employees and extra men shall do whatever work may be required of them. But in performing duties other than their regular work they shall be paid the schedule rate for the work performed, but in no such case shall the rate of wages be reduced. No division of time shall be made for less than half a day.

10. In case of grievances or differences between the employer and employees, on any matter except the discharging of men and other cases not expressly covered in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing or bottling industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of any national or international unions the members of which are employees of breweries or bottling shops; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewing or bottling industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both the employer and employees shall abide by the decision of said committee or State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

11. This contract shall remain in force until March 1, 1906, and continue annually thereafter unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least 60 days prior to March 1.

WOOD, WIRE, AND METAL LATHERS.

The Master Lathers Association of the City of Boston and Vicinity and The Wood, Wire, and Metal Lathers International Union No. 72.

The Joint Committee of The Master Lathers Association of the City of Boston and Vicinity, and

The Wood, Wire, and Metal Lathers Union No. 72, created under an agreement duly adopted and executed by said organizations for the purpose of settling all questions of mutual concern, without strikes or lockouts, announce the following working rules to govern members of the said organizations.

The committee intend that these rules shall conform in letter and in spirit with the declaration of principles which was adopted as part of the aforesaid agreement, and they therefore understand that in carrying out these rules the parties hereto, that is to say, the members of The Master Lathers Association of the City of Boston and Vicinity, and the members of The Wood, Wire, and Metal Lathers Union, Local 72, are to sustain the principle that "absolute personal independence of the individual to work or not to work, to employ or not to employ, is fundamental, and should never be questioned or assailed, for upon that independence the security of our whole social fabric and business prosperity rests, and employers and workmen should be equally interested in its defence and preservation."

The Joint Committee understand the effect of the above declaration to be that no discrimination shall be made against non-members of either of the bodies entering into this agreement, but that all members and non-members, are expected to conform to the rules herein defined.

They also understand that inasmuch as the parties to this agreement recognize each other as proper bodies to co-operate with, the policy shall be to assist each other in making their organizations as thoroughly representative as possible, always avoiding coercion in so doing.

Hours of Labor. Eight hours shall constitute a "day's labor."

During the months of February, March, April, May, June, July, August, September, and October, the regular working-hours shall be from 8 A.M. to 12 (noon), and from 1 P.M. to 5 P.M., except on Saturdays, when the regular working-hours shall be from 8 A.M. to 12 (noon), but in cases of emergency work may be done during Saturday afternoon, by mutual agreement between employer and workmen. Failure to consent to work on Saturday afternoon shall not, however, operate to the disadvantage of the workman in his regular employment.

During the months of November, December, and January each employer and his workmen shall be at liberty to arrange the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required as a regular day's labor.

When work is carried on throughout the night, not more than eight hours' labor shall be required of any one gang, except in emergencies, and the regular working-hours shall be from 8 P.M. to midnight and from 1 A.M. to 5 A.M.

Work done by a regular gang in excess of the regular working-hours shall be counted as overtime.

Apprentices. Men shall not be taken to learn the trade at over 21 years of age, and when so taken on shall serve two years before being graded as either first or second class.

Wages. For regular day's labor and for night labor, the minimum rate of wages shall be: For Metal Lathers. — First-class men, 42½ cents an hour; second-class men, 37½ cents an hour; apprentices, 20 cents an hour, first year; 25 cents an

hour, second year. For Wood Lathers. — First class men, 45 cents an hour; second-class men, 40 cents an hour. Overtime shall be paid for as time and one-half. Work done upon Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Day shall be paid for as double time.

Pay Day. Wages shall be due and payable each week at or before 5 P.M. of such day as may be established by each employer as his regular pay day. When pay day is on Saturday, wages shall be paid at or before 12 o'clock noon of that day.

Waiting Time. If any workman is *discharged* he shall, on demand, be entitled to receive his wages at once. Failing to so receive them, he shall be entitled to payment at the regular rate of wages, for every working-hour of waiting time which he may suffer by default of the employer.

If any workman is laid off on account of *unfavorable weather, strikes, or lockouts in other trades, accidents, or other unusual causes*, he shall not be entitled to waiting time.

If any workman is laid off on account of *lack of materials* he shall be entitled to receive pay for every working-hour at the regular rate of wages until notified that work must be temporarily suspended; and in that event he shall be entitled, on demand, to receive his wages at once, same as in case of discharge.

If a workman voluntarily quits work he shall not be entitled to receive his pay until the next regular pay day.

Should an office order be issued to a workman in settlement of his wages, he shall be entitled to additional time sufficient to enable him to reach the office to have the order cashed.

Business Agents. The business agents of The Wood, Wire, and Metal Lathers Union No. 72 shall be privileged to visit any job during working-hours to interview the steward of the job, and for this purpose only.

Nothing in this rule shall be construed as giving such agents authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, or to enter into discussion with, or attempt to proselyte, any workman, either during working-hours or at any time while said workman is on the employer's premises.

Failure on the part of any business agent to observe this rule shall make him liable to discipline, after investigation, by the Joint Committee.

Agreement made January 26, 1904, for one year.

Brockton.

SCALE OF PRICES IN OFFICES OTHER THAN DAILY NEWSPAPERS.

Book and Job Scale Expires December 31, 1904.

1. The minimum price for a day's work shall be \$2.50 a day of nine consecutive hours, said hours to be between 7 A.M. and 6 P.M.

2. Price and one-half shall be paid for all time over said nine hours. All work on Sundays and holidays to be double time.

3. Piece work to be paid for at rate of 35 cents for 1,000 ems, I. T. U. standard to govern said measurement of type.

4. All intricate tables, foreign languages, side notes and titles in law work, to be set on time. All work set by piece in pica or larger, to be counted as pica.

5. Where a compositor is called in to work previous to 12 M. he shall be given at least one-half day's work.

6. All work set by piece solid and afterwards leaded by office, to be paid for as leaded. Fat matter, such as heads, etc., on a job set by piece, shall not be culled by the office.

7. Distribution to be paid for at one-third rate of composition for 1,000 ems.

8. Operators on typesetting devices to be paid for at minimum rate of \$3 a day of eight hours.

9. Compositors employed on presses, or pressmen, or any other affiliated members as compositors, shall be paid not less than \$2.50 a day.

10. All matter set to less than 12 picas ems in width or type of eight point or larger in size, to be measured at price and one-half.

11. In offices where Saturday half-holiday is observed, 54 hours shall constitute a week's work, not more than 10 hours in any one day, said hours to be designated by the office, and mutually agreed on by the members of the chapel; provided, that all hours in excess of said designated hours to be considered as overtime.

12. When, through exigencies of business, in an office where Saturday half-holiday is granted, lost time or part of week only is worked, said time is to be deducted at *pro rata* an hour, for such time as is actually lost, provided said lost time occurs between 7 A.M. and 6 P.M.

13. Apprentices shall be limited as follows: One, and less than six journeymen employed, one apprentice; six, and less than 11 journeymen, two apprentices; 11, and less than 16 journeymen, three apprentices; and others, in the same ratio.

14. Foremen shall be paid at the rate of not less than \$3 a day; provided, that in offices where owners act as foremen, and are members of the Union, they shall be considered as receiving said sum.

15. It is also mutually agreed and understood, and made a part of this scale, that whenever any difficulty or controversy shall arise between the Union and offices employing members of the Union, such controversy shall be submitted to a Board of Arbitration and Conciliation, and that pending the decision of said board, the work and labor in said offices employing Union men shall suffer no interruption, and the Union and proprietors of said offices agree respectively to abide by the decision of said Board of Arbitration and Conciliation.

16. This scale shall be in effect until January 1, 1905, when it will expire by limitation.

NEWSPAPER SCALE OF PRICES.

In Effect April 16, 1904, and to Continue in Operation until April 16, 1906.

1. In evening newspaper offices under the jurisdiction of this Union none but members of Typographical Union No. 224 shall be employed as foremen, floormen, operators, proof readers, machinists, and machinist-operators.

2. The hours of labor shall be continuous between 7 A.M. and 6 P.M., not more than one hour to be allowed for lunch, and deducted as office time. In offices where Saturday half-holiday is observed, two hours may be worked on either Thursday or Friday evening, and one-half hour either Friday or Saturday morning; three and one-half hours to be deducted for same Saturday afternoon. All work done after 6 P.M. to be counted as overtime.

3. All work, whether done by machine or hand, shall be on a time basis, as follows: Operators, not less than \$19; ad.-men, not less than \$19; floormen,

not less than \$19; proof readers, not less than \$19; one week of eight hours a day. All persons regularly employed to be given eight hours' work or pay for same.

4. Any office working less than eight hours on certain days shall have the privilege of employing extra help, and paying for same at the rate of 50 cents an hour. Also, provided any extra help looking for work after the regular hour of beginning work may be employed for any part of day, but not less than four hours. Further, provided that any office sending out for extra help must give said extra eight hours' work or pay for same.

5. Overtime shall be paid for at rate of price and one-half. All work after midnight to be double price.

6. All work done on Sunday, and Patriots' Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas to be paid for at double price.

7. A call to work, after members have gone home, shall be paid for at rate of \$1 for said call, in addition to the regular price for work performed.

8. In offices introducing or operating typesetting or typecasting machines, no person shall be eligible as learner who is not a journeyman printer and a member of the Typographical Union. His term of apprenticeship shall be two months, and his compensation shall be \$15 a week.

9. When the product is not used, members may learn to operate without learners' wages.

Machinists and Machinist-Operators.

10. In offices where five or less machines are in operation, and where a machinist is not regularly employed, a machinist-operator shall be employed, and shall receive not less than \$22 a week of eight hours a day. Overtime to be paid for at overtime rate. All offices of six or more machines shall employ a machinist.

11. Machinists shall receive for their services while attending to the running and repairing of typesetting or typecasting machines, not less than \$22 a week of eight hours a day. Overtime to be paid for at overtime rate.

12. Machinists and machinist-operators shall have no control over operators.

Apprentices.

13. All boys employed shall be recognized apprentices.

14. Apprentices shall serve four years at the trade, at the end of which time they shall be classed as journeymen and receive journeymen's wages. During the entire last year of their apprenticeship they shall be instructed in all the intricate work done in the office where they are employed, such as setting ads., etc., and shall be permitted during the last three months to learn to operate the machine. But one apprentice shall be allowed for every six journeymen, or fraction thereof. Apprentices shall receive two-thirds of the prevailing wages for the last 12 months of their apprenticeship.

Miscellaneous.

15. The transferring of matter or ads. from one office to another is strictly forbidden, and no work shall be done for any office on strike.

16. No employee of a composing room who desires to lay off temporarily shall be compelled to work when a competent substitute can be had, the foreman to be the judge of the competency of the substitute.

17. The arbitration agreement as entered into by the International Typographical Union and the American Newspaper Publishers Association shall govern in disputes that may arise.

The above scale of prices shall not be construed to reduce any member of the chapel receiving more than the scale. No claim shall be allowed for work not performed on holidays specified in section 6.

Lynn.

PLUMBERS.

Journeyman Plumbers Union and Master Plumbers of Lynn and Vicinity.

1. No apprentice shall be taken into the trade until he has attained the age of 17 years.

2. Any Master Plumber employing an applicant for membership shall make known the name of said applicant to the Secretary of this Union.

3. The first three months shall be on probation, and if acceptable to the employer at the expiration of said time, the name, age, and date of commencement of apprenticeship of the applicant shall be forwarded to the Journeymen Plumbers Union within 10 days.

4. An apprentice term shall be five years. No apprentice shall be allowed to do journeyman's work during the first three years of his apprenticeship; the last two years of his apprenticeship shall be as follows: The first year he shall receive not less than \$1.50 a day less than the minimum rate of wages; for the second year he shall receive not less than \$1 a day less than the minimum rate of wages, and at the expiration of said time he shall receive the minimum rate of wages.

5. Journeymen shall use their best endeavors to instruct apprentices in the knowledge and science of the trade.

6. An apprentice having completed his term of apprenticeship this Union will accept the name of another applicant.

7. All shops employing journeymen plumbers shall be allowed one apprentice, and shops employing a plumber less than six months in a year, an apprentice in said shops will not be recognized by this Union.

8. This Union will consider it sufficient cause to immediately withdraw the plumbers from any shop in which the proprietor sends out any but a U. A. plumber to repair or install plumbing in any of its branches.

9. Eight hours shall constitute a day's work; time consumed getting out stock or material shall be considered a part of said eight hours. No plumber shall be allowed to get out stock outside of regular working-hours of his shop. The plumbers shall be at the shop on Saturday at the regular hour of quitting work to receive their pay.

10. The union rate of wages shall be \$3.50 a day. 11. All overtime shall be at the rate of double time, also night work, Sundays, and legal holidays. If one-half hour or less will complete a job it shall not be charged as double time.

12. No plumber shall be allowed to work by the hour; he shall be paid either a half or a full day.

No plumber shall be allowed to work part of forenoon and a part of the afternoon to make a half day.

13. Traveling expenses, board, and lodging shall be paid when work is done out of town, with the privilege of paying car fares daily.

14. No plumber shall be allowed to work with helpers.

15. No member of this Union will be allowed to work with any but U. A. men.

16. If any trouble should arise the plumbers shall not be withdrawn from their work until their employer or representative has been first notified and ample time given to secure material and property from loss and damage.

The above clause is waived when the trouble is caused by the sending out of any but a U. A. plumber to do plumbing in any of its branches.

17. No member of this Union shall be allowed to hold a master plumber's license.

18. This agreement shall remain in force from May 16, 1904, to May 1, 1906.

Copies of this agreement shall be posted in every union shop and in the hall of the Journeymen Plumbers Union.

Malden.

TEAMSTERS.

Coal Dealers of Malden and Vicinity and Coal Teamsters Union No. 314.

1. It is agreed that in the hiring of help no discrimination will be made against Union men.

2. The hours of labor are as follows: Teamsters, from 6 A.M. to 6 P.M.; helpers, from 7 A.M. to 6 P.M., with the exception of Saturdays from April 1st to October 1st, when the hours shall be: Teamsters, from 6 A.M. to 1 P.M.; helpers, from 7 A.M. to 1 P.M.

3. The minimum rates of wages are as follows: Double teamsters, \$13 a week; single teamsters, \$12 a week; helpers, \$12 a week.

4. Regular teamsters and helpers shall be paid for all holidays.

5. Teamsters or helpers, if required to work on holidays or Saturday afternoons from April 1st to October 1st, shall be paid at the rate of time and one-half. Overtime shall be dealt with justly.

6. When a member of said Local Union is discharged without sufficient cause, said member shall be given a fair and impartial hearing before his employer.

7. Men when handling coal off lighters or barges shall receive 30 cents an hour for day work, except Sundays or holidays, which shall be 15 cents an hour extra.

8. Under no circumstances shall a member of the Union be required to work on Labor Day.

9. The Union, on its part, further agrees that no strike will take place unless a grievance exists between the employer and the employee, and the Union still further agrees to submit the same to the State Board of Arbitration and their decision to be final.

This agreement to remain in force and shall not be altered for one year from April 1, 1904.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles.]

Immigration.

Valuable information on the immigration question may be drawn from the following table printed by the Springfield *Republican*. The figures are especially worth notice because they show at a glance the different nationalities to which immigrants belong:

COUNTRIES OF ORIGIN.	NUMBER OF ARRIVALS		
	1903	1902	1892
Austria-Hungary, . . .	234,646	185,659	29,150
Italy,	233,417	201,266	32,159
Russia,	147,023	123,882	21,590
Germany,	49,383	32,736	250,680
Sweden,	48,487	39,020	64,607
Ireland,	32,423	31,406	76,432
England,	37,908	16,147	82,394
Norway,	26,100	20,152	39,101
Japan,	16,189	19,298	-
Greece,	13,703	11,490	126
W. Indies,	11,309	5,267	1,291
Scotland,	10,514	2,863	18,937

— *The Car Worker, Chicago, Ill.*

Economically Americans are more prosperous than the residents of any other country in the world, partly because our standard of living is higher, partly because our land is less crowded in proportion to our resources. Consequently there must be, without restriction, a constant flow of people hither, until an equilibrium is established—that is, until our surplus resources are exhausted and our land is as crowded as that of other countries. This is as inevitable as that water will seek its own level.

To protect laborers some sort of tariff should be placed on laborers. In other words, they should know how to read and write, as our own citizens are obliged to, or show tangible proof of saving habits or be in some way so selected that good will come to this country with them sufficient to offset the constant tendency to reduce economically our well being. For, economically, 1,000,000 immigrants a year are rapidly consuming the very advantages which we prize.

Far more important is the effect of immigration on the American race. We are to-day taxing severely our powers of assimilation. With the example of the old world staring us in the face, we are developing in all our great cities new foreign slums, as if the fundamental character of our new world were of no consequence.

Even the horrors of the old slave ships are almost forgotten in the American problem of to-day. The million immigrants a year now coming are in the

foreground, but it is the million upon millions into which they will grow which should most make us stop and think.

Let us not be further misled by a charitable feeling in regard to the good effect of emigration on foreign countries.—*John F. Moors, Pres. Immigration Restriction League in United Mine Workers Journal.*

It looks as if the immigration question will not down. United States Commissioner Sargent is determined to keep it before the country until something is done by the government regarding it.

Commissioner Sargent has just announced that according to estimates he has just made there are more immigrants coming to the country now than there ever were, and they are coming in larger numbers from the most undesirable sections. The Commissioner is more than ever convinced that some heroic act will have to be done to regulate this immigration evil.

Various methods have been suggested to cope with this evil and many of them have been discussed in the *Labor World*. It is apparent that there is a strong opposition to any measure or law that will put up extraordinary barricades against these immigrants. The opposition has its source in various reasons and it is evident that no very great embargo is to be placed on the immigrants for some time at least. In view of this fact something ought to be done toward having the immigrants sent to places in the country that are best suited to receive them. While this may not remedy the evil entirely it will certainly modify it. It is not unreasonable to say that had the great bulk of the immigrants coming to this country gone direct to places where they were really needed there might not have been any immigration evil to complain of. Labor of the kind that is almost continually coming to this country from Europe is ever in demand, but it needs a kind of pioneer spirit to take it to where it is really needed. Instead of going to undeveloped sections of the country these immigrants join others who have preceded them in congested settlements or colonies in large cities or centres where labor is already overstocked. This is one of the chief causes of the evil and if it were removed a great blessing would be secured.

While there are some strong arguments against preventing immigrants coming to this country in great numbers, it can hardly be conceded that any reasonable objection can be raised against having these immigrants go to certain places when they do come.—*Labor World.*

When once moved by the spirit of unionism the immigrants from low standard countries are the

most dangerous of unionists, for they have no obligations, little property, and but meager necessities that compel them to yield. The bituminous coal miners were on strike four months in 1897 and the anthracite mine workers five months in 1902. Unionism comes to them as a discovery and a revelation. Suddenly to find that men of other races whom they have hated are really brothers and that their enmity has been encouraged for the profit of a common oppressor is the most profound awakening of which they are capable. Their resentment toward employers who have kept them apart, their devotion to their new found brothers, are terrible and pathetic. With their emotional temperament unionism becomes not merely a fight for wages, but a religious crusade. It is in the nature of retribution that, after bringing to this country all the industrial races of Europe and Asia in the effort to break down labor organizations, these races should so soon have wiped out race antagonism and, joining together in the most powerful of labor unions, have wrenched from their employers the greatest advances in wages.

There is but one thing that stands in the way of complete unionization in many of the industries—namely, a flood of immigration too great for assimilation by the unions. With nearly a million immigrants a year, the pressure upon unions seems almost resistless. A few of the unions which control the trade, like the mine workers and longshoremen, with high initiation fees and severe terms of admission, are able to protect themselves by virtue of strength already gained. But in the coast States and on miscellaneous labor this strategic advantage does not exist, and the standards are set by the newest immigrants. — *Chautauquan*.

The problem of immigration, which was discussed by the American Academy of Political and Social Science in Philadelphia, last week, is one that assumes increasing importance every year. But the problem has been wrongly stated. It is not a problem of prevention, but a problem of distribution.

The country has not yet reached the point where it can afford to close its doors against immigration. Our population is by no means so large and the conditions of life are by no means so severe in the United States that it is necessary, as an act of self-protection, that we should limit the number of those who may be allowed to make homes within our territory. The population of the United States has now reached nearly 80,000,000. But there is room west of the Mississippi for a population of more than that number, without a greater density than that which now prevails in the Middle States. We have room in this country, between the Atlantic and Pacific, the Lakes and the Gulf, for a population of 300,000,000, and the products of our soil would provide sufficient for all of their necessities.

The point has been made that the character of immigration is degenerating, but this has not been clearly proven. The character of the immigration has indeed changed, but the fact that the 800,000 immigrants who come to our shores in a year of prosperity bring upward of \$20,000,000 in actual money with them, is a fact testifying to their thrift and industry. Many of the recent immigrants have come to this country on account of religious persecution, and a man who will pull up stakes, abandon the place of his birth, and seek a new country, on account of his beliefs, must have within him some of the stuff of which good American citizens can be made.

The great evil is that so vast a proportion of the immigrants remain within the already overcrowded large cities. — *Wall Street Journal*.

The immigration question is becoming a serious one, which the labor leaders throughout the country are watching with some alarm. In an article on the subject Edgar E. Clark, grand chief of the Order of Railway Conductors, says, in part:

"We have reached a time in the development of this country when there is danger to our economic and social institutions through our inability to assimilate the hordes of immigrants that are coming in here every year. This nation has dissipated a continent in a century, and the time has come when the influx of the serfs and criminals of Europe cannot be distributed over this vast land. They will not go out in the wilds and hew a new path for themselves. They become competitors with American workmen and drag down the rate of wages.

"These immigrants knock the prop from under the whole social and economic structure of this country, and if they are not checked the American workmen will be reduced to the level of the semi-slavery existence of the poorly paid workingmen of Europe. There are just two classes of workmen in this country to-day. They are the men who work hard at the real manual labor and who cannot do more. They are contented with their lot, which is vastly superior to what is the existence of the foreign laborers. The other class is the artisan. He is a highly paid mechanic, the finest specimen of manhood this great country has produced. These two great classes get along well together. The lower class does not interfere with the other. But here comes your immigrant with his low scale of wages. He lines up with the laboring-men of the country and begins to cut the price of the lower class. Now, there is one of two things for these men to do. They must accept the low wages established by the pauper immigrant or they must begin to cut the price of those higher up. The consequence is a drop in wages all around." — *National Labor Tribune*.

On a recent occasion in Chicago Booker T. Washington warned the people of his race that if they failed to improve the opportunity now offered to become owners of land in the Southern States it would soon be too late, as immigrants from Europe would shortly turn their steps in that direction, and the only inviting field remaining to those who wish to become cultivators of their own farms would pass into the hands of aliens.

The warning was timely. Foreigners are taking possession fast enough without any urging. — *Chicago Chronicle*.

"My observation is that Italians imported, not from the southern part of Italy or from Sicily, but from the northern agricultural districts of Italy, are excellently adapted to the needs of the Delta," said Hon. LeRoy Percy, lawyer, banker, farmer, and publicist, of Greenville, Miss. "In conjunction with my partner, Mr. O. B. Crittenden, I have had for six years the management and control of what is known as the Austin Corbin Planting property, situated in Chicot county, Arkansas, of which something more than 4,000 acres are in cultivation, and more than one-half of this property is worked by Italian labor. Some of them have been upon the property for years, and the number has increased

each year during our connection with the property, we advancing to the Italians upon the property during the past year \$4,000 or \$5,000, with which they brought over friends and relatives from Italy, and all of which was paid back by them out of the past crop. As growers of cotton they are in every respect superior to the negro. They are industrious and thrifty, and the present generation will not develop the land-owning instinct; they all dream of returning to sunny Italy. The property is worked about one-half by negroes and one-half by Italians. There does not seem to be any race antagonism between them and no race mixture. The Italians make a profit of \$5 out of a crop where the negro makes \$1, and yet the negro seems to be perfectly satisfied with his returns. No spirit of emulation is excited by the superior work or prosperity of his Italian neighbor. We had one of them recently return to Italy with more than \$8,000 in cash, never having worked more than thirty acres of land, leaving behind him a family to work the land and with money sufficient to provide themselves for another year. If the immigration of these people is encouraged they will gradually take the place of the negro without there being any such violent change as to paralyze for a generation the prosperity of the country."—From *"Italians in the Cotton Fields,"* by Lee L. Langley in the *Southern Farm Magazine*.

It is very doubtful if any number of white foreign laborers can ever be induced to come South and work in competition with the negro. The Chinaman, however, would have no such scruples, and we are of the opinion that he would prove a potent factor in solving the so-called and much-discussed "race problem." Be that as it may, we know he will work, and work is what we want. The wonderful resources of the South can never be developed without labor. The negro cannot begin to supply the requirements of our growing industries, and the white laborers at the South are so few they cannot at present enter into the calculation of the labor supply.—*Southern Ruralist*.

Cardinal Gibbons writes: "I know under what circumstances people live in America. My advice to the young men and women of Ireland is to endeavor to find a livelihood in their own land. Ireland is blessed with a delightful climate where the great extremes of heat and cold are unknown; whereas in the United States these extremes are very serious drawbacks. Any man or woman who could eke out a livelihood at home should take my advice and stay there instead of emigrating to America to enter on the keen struggle for existence under trying circumstances that are in progress here."—From *"Irish-American View of Immigration,"* in the *Railroad Trainmen's Journal*.

What would America have been to-day without foreign emigration? It would have been a wilderness, the home of warring Indian tribes with periodical wars and famines.

When first the Spaniards discovered America the Indians were not hostile, but as soon as it became understood that the invasion meant slavery, land steals, destruction of the hunting grounds, and the degenerating influences of new vices and diseases, there was trouble. The Indians claimed the land was theirs and the Spaniards that it was not. Later on, the English said it belonged to none of the first-comers. Still later, the American colonies claimed

that the only equitable claim was that of use and that King George was without jurisdiction.

At that time the American colonies had a population of about 4,000,000, while England's was about 12,000,000. If foreign emigration had been stopped by the United States it is plain that they would have lost the sympathy of the world and as the population of foreign countries would have increased faster than here any foreign nation could have conquered this country. By encouraging foreign emigration the "land of the free and the home of the brave" was able to continue its national existence.

At present, in spite of the natural resources of America, it almost appears to be over-populated with 80,000,000 people, all of whom could be easily supported in the State of Texas under right and just conditions. The over-population is due to the fact that all natural resources are to-day fenced in with legal claims as property; whereas, formerly, the best land was free. Capitalist methods of industry are also factors, as much available labor is unemployed. Formerly the population of the United States was largely middle class; for it is not the volume of business, but security of home comforts that characterizes a middle class. To-day the young people of the farms are drifting to the cities, and it will not be many years before those employed in other industries will be in majority over the rural population. . . .

The American who accuses the foreigner of being ignorant had better look to see if such sentiment is not largely prejudice. True, the American-born citizen, as a rule, has some qualities that the foreign-born citizen wishes to acquire—not because he is mentally or physically inferior, but because he heretofore lacked opportunity.

The real thing the American should be against, is the competition in the labor market. To tell the foreigner to stay away under the present system is to appeal to sentiment, instead of removing causes. The land speculator wants emigration to raise the value of his land. The industrial capitalist wants submissive labor, and will use foreigners to hold the Americans down and Americans to hold the foreigners down to low wages.

Some Americans say that the emigration now is of a lower order than formerly, which is not true. The emigrants to the colonies were largely illiterate, some of them being arch criminals according to European laws of that time. It should not be overlooked that many illiterate emigrants learn to read after arrival here. In a crowd of them there are always some who are highly schooled. . . .

Many of the immigrants are from the farm population of Europe, and as a consequence are handicapped in seeking employment in the artisan trades. Thus you see the native born Americans either through inherited wealth wrung from exploiting "foreigners" or through inherited influence of friends and relatives, or because the ignorant foreigner does the common labor—are able to gain financial advantage, steady employment and accession to trades that are easy to keep organized. . . .

If the United States should want to restrict emigration of foreigners, I am sure that the foreign-born citizens would vote for it. But would it be practicable? Would America be safe from foreign invasion? The only choice of Americans is the character of those who shall come among us. By barring out Chinese they will emigrate to other countries of the earth and force their people to vacate and come here, and ultimately there will be a level.

I can see no reason why those, who because they came here first, should want to bar out those nationalities that are coming now. After foreigners have lived in colonies for a while they scatter and live like other people. They are valuable to the capitalist mode of production, in that they are on hand all times, being usually more steady.—*Peter Johnson, in The Crisis, Salt Lake City, Utah.*

The changes now taking place in the population of the United States through immigration are very interesting, and will have a potent influence on the future development and history of the country. . . . There is only one objection to the immigration of any white race and that is to the landing of the criminal classes. The laws should be so stringent on this point that prospective immigrants ought to apply to immigration inspectors in their respective countries for a license to enter the United States, and their applications should be accompanied by suitable references. The honest, ambitious, and well-educated are always welcome. America has always welcomed good immigrants. Millions of them have entered our industrial and mechanical arts, and have aided wonderfully to bring about our present national prosperity. They have become naturalized, acquired lands, and married, and will generally be found upholding the laws of their adopted country.—*Boston Globe.*

After the peace of Paris in 1783, and the birth of a new nation on the American continent, home-seekers arriving at ports of the United States were called immigrants. Previous to the Revolutionary war they were known as colonists. The distinction is one of political allegiance. The colonist was an immigrant who desired to make a home in the new country, but to retain his allegiance to his native land. On the other hand, the immigrant, in a majority of instances, expected and desired to change his political allegiance.

The immigrant of those days was not allured by the promise of high wages, nor by the desire to better his financial condition, but was actuated chiefly by the desire to create a home and free himself from the trammels and persecutions of the Old World. He was at once a pioneer, a woodsman, and a farmer.

The many advantages offered to the home-seeker who was brave, willing, and strong, in the new United States, attracted many thousand immigrants, and it is estimated that 150,000 settled in the country between 1783 and 1810. These early immigrants were mostly from the British Isles, with a few Germans, French, and Scandinavians.

The strained relations with England followed by the war of 1812 practically stopped immigration for several years. During 1817, however, 20,000 immigrants arrived in the United States. This number was unprecedented at that time, and caused considerable criticism of the overcrowding of immigrant ships.

Immigration first assumed large proportions during the decade of 1831-1840. It increased progressively, and during the next twenty years was relatively greater in proportion to the native population than at any other period. The great famine in Ireland greatly increased Irish immigration. German immigration was increased at the same time because of industrial depression and the revolt of 1848. The discovery of gold in California no doubt also contributed to the increase of immigration at this time.

Irish immigration reached its height in the decade of 1841-1850, when it constituted 46 per cent of the total. It has declined steadily and is now only four per cent of the total.

The Germans kept coming in increasing numbers, and in the early eighties were 30 per cent of the total. They also have fallen off, and now constitute less than 10 per cent. The Scandinavians became a considerable factor in the decade 1861-1870, and in 1889 furnished 10 per cent of our immigrants. Their proportion has also declined and at present is about 10 per cent. With the decline in the proportion of immigrants from the United Kingdom, Germany, and the Scandinavian countries, a rapid increase in the arrivals from Italy, Austria-Hungary, and Russia is noticeable.

Immigrants of to-day can be grouped under four heads, (1) agricultural, (3) industrial, (3) competitive, (4) parasitic.

The agricultural class includes farm laborers and those desiring to take up land for settlement. The industrial class includes the great army of unskilled laborers who seek employment in the mines, mills, great works of construction, and manufacturing concerns. These two classes are valuable and necessary for the development and industrial progress of the country.

The competitive class takes in the skilled laborers, mechanics, artisans, and others who come here and enter into competition, in their respective callings, with Americans. This class is not necessary for our advancement, and may or may not be of value to the country.

The fourth or parasitic class is, as its name implies, not only valueless, but decidedly detrimental to the body politic. In this class are included the peddlers, fakirs, paupers, etc., who congregate and will live only in the large centres of population and who cannot or will not do hard physical labor.

Social and political conditions in Europe determine to a large extent both the quantity and the quality of our immigration. A country well and justly governed and which is in a prosperous condition is not likely to send us many good immigrants.

The type of Englishman who would be welcome here as an immigrant, the sturdy Anglo-Saxon yeoman, of whom we delight to form a mental picture, finds conditions of life so suited to him in England that we rarely see him as an immigrant, and we are much more likely to receive as our English immigrant the degenerate product of the London slums.

The same has been true of Germany for many years. The prosperity of the country, the growth of national pride, and reconciliation to the form of government have cut down the German emigration from the great exodus of the eighties to the comparatively insignificant figures of to-day.

It will be seen, therefore, that it is unwise to consider an immigrant good because he is of one race or worthless because he is of another. They must be measured individually, irrespective of race or creed, for it is better to receive the robust pastoral or agricultural immigrants from countries where the intellectual status, perhaps, is not high and the school system faulty, than to receive from countries possessing high intellectual status and a superior educational system the urban degenerate, criminal, diseased, and defective.—*Dr. Allan McLaughlin in Popular Science Monthly.*

RECENT LEGAL LABOR DECISIONS.

Labor Unions' Contracts Void. In a decision recently rendered in Milwaukee, Wis., by Judge Ludwig of the Circuit Court, it appeared that the Milwaukee Custom Tailors Union brought suit against a local firm, with which it had made an agreement to employ none but union workmen, to have the firm punished for the alleged failure to comply with the terms of a temporary injunction. The motion to punish was denied and the injunction set aside.

The judge said in part: "This agreement strikes at the right of contract, and provides that the firm shall employ none but members of the several unions, thus discriminating in favor of one class of men, and excluding all others. Therefore, the prohibition contained in the contract strikes at the right of contract, both on the part of the laborer and the employer. The agreements in question would tend to create a monopoly in favor of the members of the different unions, to the exclusion of the workmen not members of such unions, and are in this respect unlawful. Contracts tending to create a monopoly are void."

Employee — Misconduct — Waiver — Action. The case of *Person vs. McGregor*, decided recently by the Supreme Court of Minnesota, was an action to recover stipulated wages for work performed pursuant to a contract for a definite term. It appeared that the defendant continued to accept the services to the end of the term after alleged misconduct of the plaintiff. The court held that the defendant thereby waived his right to insist on a forfeiture of the plaintiff's wages on account of such misconduct.

Hiring One Under Contract. In the case of *Wolf et al. vs. New Orleans Tailor Made Pants Company, Limited*, recently decided by the Louisiana Supreme Court, it appeared that a commercial traveler engaged his services to the plaintiffs for the term of one year, and when about half the time had expired sought other employment and engaged his services to the defendant company, which at the time had no information that his term would not expire for five or six months. After the traveler had quit the service of the plaintiffs, they informed the defendant company of the terms of the contract, and thereupon the traveler offered to release his new employers, but at the same time expressed his determination not to return to the service of the plaintiffs. The court held that the plaintiffs had no cause of action against the defendant company for damages because it did not release or discharge the employee.

Employer's Liability — Accident — Recovery. The Supreme Court of Louisiana held, in the case of *Schultz vs. Eckhardt Manufacturing Company, Limited*, that if a break occurs in machinery and a workman undertakes to mend it and is injured, the causes which brought about the break are only remote causes of the injury and juridically are not

its causes at all; that the employer is under no obligation to provide a hood or guard for inner and ordinarily inaccessible parts of machinery; that if there is a safe and an unsafe way of doing a thing and the employee chooses the unsafe way and is injured, he cannot recover against the employer for the injury; that the employer is under no obligation to keep his premises so lighted that all repair work may be done without the necessity of additional light, and that if such additional light is needed for repair work and the servant, instead of procuring it, undertakes to do the work without it and is injured, he cannot recover against the employer.

Employer's Liability — Risk — Negligence. The Supreme Court of Nebraska held, in the recent case of *Weed vs. Chicago, St. Paul, Minneapolis & Omaha Railroad Company*, that employers are not insurers, but are liable for the consequences not of danger, but of negligence; that the unbending test of negligence in methods, machinery, and appliances is the ordinary usage of the business, and that an employee who, from the length or character of previous service or experience, may be presumed to know the ordinary hazards attending the conduct of a certain business is not entitled as an absolute right to the same or similar notice of dangers incident to the employment as if he were ignorant of or inexperienced in the particular work. In the case before it the court ruled that it was not negligence per se for a conductor of a freight train, while engaged in switching cars at a station, to order an experienced brakeman to board and stop a car moving at a speed of from four to six miles an hour, and that in such a case, where it appeared from the evidence that the act ordered to be done was a usual and customary act performed by freight brakemen generally under like circumstances, the giving of the order would not be imputed to the company as negligence.

Insurance — Indemnity — Employees. The Supreme Court of Minnesota held, in the recent case of *The Fidelity & Casualty Company of New York vs. The Gillette-Herzog Manufacturing Company*, that where under indemnity policies issued to the owners of a foundry and machine shop against liability to employees and others from accidents through alleged negligence of the insured, the initial premiums being paid upon the estimated number of the employees under an agreement that there was to be a subsequent adjustment based upon the actual number engaged and wages paid, and the insured to have rebates for overpayment, a settlement of such excesses and rebates after the life of the policy was made, with full knowledge by each party of the number of employees and occupation of each, there was an accord and satisfaction protecting the insured in an action thereafter for unpaid premiums claimed by the insurer. The court further held that whether or not upon a construction of the policies the excluded employees

in such settlement should have been made the basis of a demand for the excess, both parties having ample means of information as to all the facts, the omission must be treated as a mistake of law which forbade in the action before the court a reexamination of the controversy.

Employer's Liability—Defective Appliances. The Supreme Court of Minnesota held, in the recent case of *Anderson, Adm'r, vs. Fielding et al.*, that a negligent act will not be excused by the fact that it is customary; that proof of custom is evidence but not conclusive as to whether the act is negligent, and that this rule applies to the act of the master in selecting and furnishing tools and appliances for the use of his servant. In the case before the court it was held that a servant was not chargeable with the assumption of the risk or with contributory negligence as a matter of law by continuing to use for a reasonable time a machine or appliance which he knew to be unsafe, where he had complained of it to the master and the master had promised to remedy the defect, unless the appreciated danger of using it was so imminent that a man of ordinary prudence would refuse longer to use it unless it was made safe; that what was a reasonable time in such a case was a question of fact, and that the questions whether the defendants were negligent in furnishing the plaintiff unsafe appliances for his use in doing the work assigned to him, and whether he was guilty of contributory negligence in using them, were made by the evidence in the case questions of fact for the jury. The court further held that expert testimony was admissible as to whether a block and hook constituting a part of a painter's apparatus for supporting himself when working on high structures was reasonably safe.

Employer's Liability—Regulations. In an action by an administratrix to recover for the death of her husband, a switchman who fell from a locomotive while in the performance of his duties and was killed, the Supreme Court of Minnesota held (*Leduc, Adm'r, vs. Northern Pacific Railroad Company*) that an employer may promulgate reasonable rules for the conduct of his business and require observance thereof by employees, and whether such rules are intelligible and reasonable is a question of law for the court, but that if a rule thus promulgated is open to doubt as to its intelligible construction and meaning or its application to the duties to be performed by the employee, such doubt presents an issue of fact upon the evidence to be determined by the jury, and that the employer furnishing instrumentalities for the use of an employee engaged in a hazardous occupation cannot absolve himself from the duty of maintaining the same in a reasonably safe condition by a rule that the employee must inspect the appliances he uses for his own protection and furnish information of defects to the employer, without reference to the character of the employment, the specific duties required, or the means and opportunities at the employee's command for making the inspection. In the case before the court it was held, upon consideration of the duty of an employee to step upon a footboard of an engine and protect himself by a hand hold thereon while such engine was moving, that a rule requiring him to inspect the same and report defects did not de-

prive him under the evidence of protection because the evidence did not show it had been observed.

Furnishing Safe Tools. In the case of *The Omaha Bridge & Terminal Railway Co. vs. Hargadine*, recently decided by the Supreme Court of Nebraska, it appeared that a contractor agreed with the company to perform all the work of constructing a pile of timber trestle-work across a lake for a stipulated price. The appellee was employed as a carpenter upon the work by one acting under the contract, and was injured because of a defective tool furnished by his immediate employer. The court held that the company was not liable to the appellee, it not having furnished or agreed to furnish tools, and that the fact that it reserved such right to so inspect and oversee the work as reasonably necessary to see that it conformed to the contract in result did not make the employer of the appellee its agent so as to make it liable to him for a neglect of duty growing out of the contract of employment between the appellee and his employer. In such a case, the court said, the relation of master and servant between the company and the appellee did not so obtain as to raise a duty in the company to furnish safe tools for the appellee, either directly or through the contractor.

Right of Discharged Employee to Letter of Recommendation. A duty to give a letter of recommendation or a clearance card to an employee who is discharged or quits, is held, in *Cleveland, C. C. & St. L. R. Co. vs. Jenkins* (Ill.), 62 L. R. A. 922, not to be imposed upon the employer by the common law.

A discharged railroad employee is held, in *New York, C. & St. L. R. Co. vs. Schaffer* (Ohio), 62 L. R. A. 931, to have no right of action for damages against the company which discharged him for refusal to furnish him with a clearance card or statement of the record of his service, although he may have been unable to obtain other employment in consequence of such refusal by the company. The duty to give a recommendation or a clearance card to a discharged employee is the subject of a note to these cases.

Warning of Danger. A master is not bound to warn a minor servant concerning a danger incident to the use of a machine, where there is nothing in the apparatus or in the method of its operation that would charge an ordinarily prudent employer with notice of such a danger. *Diehl vs. Standard Oil Company*, 57 Atl. (N. J.), 131.

Against Weekly Payments. A statute requiring the weekly payment of wages is held, in *Republic Iron & S. Co. vs. State* (Ind.), 62 L. R. A. 136, to deprive citizens of their liberty and property without due process of law, by interfering with the liberty of contract.

Assumption of Risk. A servant who, when employed, knew what kind of work he was to do, and claimed to have experience in that kind of work, and knew that there was neither floor nor scaffolding on either side of the girders where he was to work, and with full knowledge of the obvious danger, continued to work on the girders without complaint or objection, must be held to have assumed the risk. *Parlett vs. Dunn*, 46 So. (Va.), 467.

TRADE UNION DIRECTORY.

In compiling the Trade Union Directory of Massachusetts for 1904, the Bureau has exhausted every available means by which information pertinent to the subject might be obtained. In conjunction with other methods, a postal card was sent to the secretary or business agent of each trade union in the State containing a copy of the Bureau's record of his respective union, with the stipulation that any corrections or additions to the information thereon should be sent to this Department.

The Bureau, in presenting the records as submitted to the union officials, after making such changes as were returned in answer to our request, feels justified in stating that as far as lay within its scope the Directory is substantially complete and correct. It will be noted, however, that in some instances data are missing. It is to be understood in all such cases that the facts, although sought for, were not obtained.

The arrangement of this Directory is alphabetical by cities and towns and also unions. Following the city and town presentation appears "In General," under which caption are included unions not confined to one city or town, but embracing a section of the State, as well as the names of State branches of international affiliation, State and district secretaries, organizers, general officers, etc.

For convenience of reference, the lengthy and somewhat verbose style of nomenclature has been dropped and in its place has been substituted the simple trade designation, as for instance, in place of "Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Cooks Union No. 328," the style is given compactly as, "Cooks No. 328." The name of the affiliated national body has been dropped as well as the word "union." The Knights of Labor organizations are generally known as "Assemblies."

The name of the union appears first, followed by the place of meeting indicated by the name of the hall or street address; then appears the name and address of the business agent, followed by the name and address of the recording secretary when known, or the financial or corresponding secretary as the case may be. The abbreviations used for these officers are: B. A. for business agent; R. S., recording secretary; F. S., financial secretary; C. S., corresponding secretary; S. T., secretary-treasurer. Some combinations have been used, *i.e.*, F. and C. S. for financial and corresponding secretary. When addresses are not given for the business agent and secretary, they may be addressed at the place of meeting.

In giving addresses the word "street" has been omitted; when other designations were given, they are indicated as follows: Av. for avenue; Pl., place; Ter., terrace; Rd., road; Bldg., building; L. B., lock box.

Other abbreviations used in the Directory follow: C. L. U. for Central Labor Union; B. T. C., Building Trades Council; B. and S. W., Boot and Shoe Workers; K. of L., Knights of Labor; and S. W. P., Shoe Workers Protective.

The proper manner of reading the Directory may be illustrated as follows: Under Abington, Boot and Shoe Workers No. 371 meets at North Abington; G. W. Abbott, business agent, address Box 440; W. H. Pierce, recording secretary. Again, under Boston, Amalgamated Carpenters and Joiners: Branch 2 meets at 9 Elm Street; J. F. Medland is business agent, his address being 812 Saratoga Street, East Boston; J. Stewart is secretary, address 9 Cypress Street, Somerville.

Abington.

Boot and Shoe Workers No. 371. N. Abington; G. W. Abbott, B. A., Box 440; W. H. Pierce, R. S.

Adams.

Barbers No. 250. J. Locler, F. S., 22 Park.
Bartenders No. 291. J. Chambers, S., Renfrew, Mass.
Carpenters No. 395. F. G. Rice, R. S., E. Hoosac.
Central Labor Union. E. Mannel, S.
Loomfixers No. 217. Collins Block; P. O'Rourke, S., 79 Center.
Painters No. 231. J. Corkhill, R. S., Hoosac and Columbia.
Retail Clerks No. 511. G. Beswick, R. S.
Team Drivers No. 217.

Amesbury.

Carriage and Wagon Workers No. 27. C. F. Ramsell, S., 140 Congress.

Amherst.

Painters, Decorators, and Paper Hangers No. 770. Cooks Block; E. M. Reddy, B. A.; F. A. Alden, S.

Andover.

Carpenters No. 1298. R. K. Cole, R. S., 115 Elm.
Tailors No. 403. M. H. Anzelius, S., 7 Walnut.

Arlington.

Carpenters No. 881. K. of C. Hall; J. G. Cogill, B. A., 3 Glen Ct, Malden; J. Cramond, S., 290 Massachusetts Av.

Athol.

Bartenders No. 87. C. L. U. Hall; F. Leonard, R. S., Commercial House.
Bricklayers, Masons, and Plasterers No. 56. C. L. U. Hall; P. Doyle, S., 73 Sanders.
Carpenters No. 1059. C. L. U. Hall; P. W. Fox, B. A., City Hotel; H. D. Brock, R. S., Sta. A.
Central Labor Union. C. L. U. Hall; H. D. Brock, R. S., Sta. A.
Federal Labor No. 10280. C. L. U. Hall; H. E. Bassett, S., Twitchell.
Machinists: Starratt Lodge No. 507. C. L. U. Hall; F. A. Clapp, R. S., 183 Lake.
Metal Mechanics No. 128. C. L. U. Hall; C. F. Newton, S., 375 Piquog Av.

Metal Polishers No. 118. C. L. U. Hall; H. S. Howard, R. S., 288 Chestnut Hill Av.

Musicians No. 287. 104 Exchange; F. E. Weaver, R. S., 394 South.

Retail Clerks. C. L. U. Hall; E. Snow, R. S., 91 Exchange.

Woodworkers No. 139. C. L. U. Hall; T. J. Phelan, B. A. and R. S., 290 Chestnut Hill Av.

Attleborough.

Bricklayers, Masons, and Plasterers No. 26. C. H. Stafford, S., Oak Hill Av.
Carpenters No. 1307. Room 19, Morton Block; A. B. Lewis, R. S., 15 Academy.
Jewelry Workers.

Avon.

Boot and Shoe Workers No. 275 (Mixed). W. F. Foster, B. A., Box 54.

Ayer.

Railroad Telegraphers No. 104. G. A. R. Hall; J. T. Lee, S. T., 102 Ash, Nashua, N. H.

BEVERLY.

Bricklayers and Masons No. 40. G. Hurd, S., Crosby Block.
Building Trades Council. S. B. Fuller, S.
Carpenters No. 878. S. C. Wallis, R. S., 98 Hale.
Horsehoers No. 156. R. V. Killelea, R. S., 109 Lovett.
Painters No. 833. Burnhams Hall; C. E. Raymond, R. S., L. B. 954.
Shoe Cutters No. 56. F. I. Cressy, B. A., Box 971.
Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; J. Brown, R. S., 35 Rantoul.

BOSTON.

[Sections of Boston are abbreviated: Alls. for Allston; Br., Brighton; Chasn., Charlestown; Dor., Dorchester; E. B., East Boston; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset; Ros., Roslindale; Rox., Roxbury; S. B., South Boston.]

Allied Metal Mechanics. 744 Sixth, S. B.

Allied Printing Trades Council. Room 19, 82 Water; D. J. McDonald, B. A. and R. S.

- Amalgamated Carpenters and Joiners: Branch 1.* Dwight Hall, 514 Tremont; J. F. Medland, B. A., 812 Saratoga, E. B.; R. Turnbull, S., 121 Hewlett, Rox.
- Amalgamated Carpenters and Joiners: Branch 2.* 9 Elm; J. F. Medland, B. A., 812 Saratoga, E. B.; J. Stewart, S., 9 Cypress, Somerville.
- Amalgamated Carpenters and Joiners: Branch 3.* 67 Warren, Rox.; J. F. Medland, B. A., 812 Saratoga, E. B.; W. S. Moore, S., 8 Dromey Av., Dor.
- Amalgamated Carpenters and Joiners: Branch 4.* St. Omer Hall, Broadway, S. B.; J. F. Medland, B. A., 812 Saratoga, E. B.; J. E. Keyes, S., 734 E. Sixth, S. B.
- Artificial Stone and Asphalt Workers No. 1.* Union Hall, Dover and Albany; J. Dorkins, R. S.
- Atlantic Coast Marine Firemen* 284 Commercial; J. D. Mahoney, B. A.
- Atlantic Coast Seamen.* 1½ Lewis; W. H. Frazier, S.
- Bakers No. 4.* 45 Elliot; A. O. Cullymore, B. A., 29 Etna, Br.; J. A. McMahon, R. S.
- Bakers No. 45 (Hebrew).* J. Goldstein, C. and F. S., 40 Grove.
- Bakers No. 53.* 1095 Tremont; W. F. Glass, S.
- Bakers No. 154.* A. Gronan, S., 274 Friend.
- Bakery Wagon Drivers No. 330.* Deacon Hall, Washington and Worcester; W. H. Anderson, S., 302 Dudley, Rox.
- Barbers No. 182.* 164 Canal; C. E. O'Donnell, B. A., 42 Portland; A. H. Pettigrew, S., 48 Federal.
- Bartenders No. 77.* 164 Canal; T. F. Mooney, B. A.; M. J. Mattimoe, S. T.
- Ben Franklin Assembly 5463.* 69 Concord; J. H. Keenan, R. S., 15 Langdon, Rox.
- Bill Posters and Billers No. 17.* 724 Washington; H. M. Peyser, S., 209 Shawmut Av.
- Blacksmiths' Helpers No. 332.* 45 Elliot; M. A. Dunn, R. S., 19 Blekford, Rox.
- Blacksmiths No. 209.* 45 Elliot; J. McNally, R. S., 106 Waverly, Everett.
- Boiler Makers: Bay State Lodge No. 9.* 45 Elliot; W. H. Courser, R. S., 297 Main, Cambridge.
- Book and Job Branch of Typographical No. 13.* 45 Elliot; J. A. McPherson, B. A.; T. J. Sears, S.
- Bookbinders No. 16.* 11 Appleton; B. Whidden, R. S., 27 School St. Pl., Rox.
- Bookbinders No. 56 (Women).* Mary Wood, S., 272 Emerson.
- Boot and Shoe Repairers No. 380.* 46 Stillman; S. Blake, B. A.; S. Haffenburg, R. S.
- Boot and Shoe Workers.* International Headquarters, 432 Albany Bldg.; C. L. Baine, S. T.
- Boston Junk Collectors Association.* B. R. Miller, R. S.
- Bottlers and Drivers No. 122.* 1095 Tremont; J. P. Weigel, B. A. and R. S., Room 14, 1117 Columbus Av., Rox.
- Bozmakers and Sawyers No. 201.* 45 Elliot; E. N. Goodwin, S., 205 Lincoln Av., Revere
- Brass Molders No. 192.* 987 Washington; G. H. McCrane, B. A.; J. J. Jordan, R. S., 725 E Second, S. B.
- Brass Workers No. 14.* Workingmen's Hall, 27 Amory Av., Rox.; E. Levar, S.
- Brass Workers No. 55.* 987 Washington; G. H. McCrane, B. A.; C. Martens, S., 698 Eighth, S. B.
- Brewery Workmen No. 14.* Workingmen's Hall, Rox.; J. E. Lieber, R. S., 1117 Columbus Av., Rox.
- Brewery Workmen No. 29.* 1095 Tremont; E. F. Ward, B. A. and R. S., 1117 Columbus Av., Rox.
- Bricklayers No. 3.* 45 Elliot; J. F. Driscoll, B. A.; G. J. Twiss, R. S., 19 St. Margaret, Dor.
- Bricklayers No. 37.* J. Gleason, S., 1183 Tremont, Rox.
- Bridge and Structural Iron Workers No. 7.* 995 Washington; J. H. Carr, B. A.; W. Pope, R. S.
- Broom and Whisk Makers No. 90.* G. K. Scott, S., 14 Otis, Somerville.
- Building Laborers District Council.* 987 Washington; W. H. Pope, B. A., 21 Boylston Bldg.
- Building Laborers No. 6.* 45 Elliot; D. E. Gearin, R. S., 127 Fisher Av., Rox.
- Building Laborers No. 33.* P. Clapponi, S.
- Building Laborers No. 162.* M. Philipin, S., 46 Gold, S. B.
- Building Trades Council.* 18 Kneeland; J. T. Cashman, B. A.; C. Parsons, R. S.
- Button Hole Makers No. 192.* 28 Kneeland; L. Wilner, S., 90 Blackstone.
- Cupmakers No. 7.* 724 Washington; M. Kramer, S., 66 Westminster.
- Cur and Locomotive Painters No. 338.* 724 Washington; A. Francoeur, R. S., 75 Cushing, Cambridge.
- Car Cleaners No. 192.*
- Carpenters District Council of Boston and Vicinity.* 1081 Washington; C. W. Cameron, R. A.; A. M. Watson, R. S., 10 Davis Ave., Brookline.
- Carpenters No. 33.* 987 Washington; J. E. Potts, B. A., 1081 Washington; A. M. Sinclair, R. S., 641 E Eighth, S. B.
- Carpenters No. 67 (Roxbury).* 67 Warren; J. M. Devine, B. A., Clarence, Rox.; D. Cole, R. S., 581 Sixth, S. B.
- Carpenters No. 218 (East Boston).* Union Hall, 18 Decatur, E. B.; A. Thornton, B. A., 12 Glendon Pl., E. B.; C. McDonald, S., 145 Falcon, E. B.
- Carpenters No. 386 (Dorchester).* Music Hall, Fields Corner; J. E. Eaton, B. A., 58 Florida, Dor.; J. Burns, R. S., 55 Telegraph, S. B.
- Carpenters No. 889 (Allston).* Red Men's Hall, Br.; C. Dexter, B. A., 97 Academy Hill Rd., Br.; G. W. Clark, S., 15 Everett, Alls.
- Carpenters No. 938 (West Roxbury).* Fairview Hall, Rox.; J. J. Smith, B. A. and R. S., 106 Arundel, Rox.
- Carpenters No. 954 (Hebrew).* Swartz Hall, Leverett; D. Goldman, B. A., 28 Billerica; W. Frumkin, R. S., 181 Chambers.
- Carpenters No. 959 (Mattapan).* Bartlett Hall, Mat.; J. F. Forbes, R. S., Canton Av., Mat.
- Carpenters No. 1424.* 93 Hanover; S. McNeil, R. S.
- Carpet Upholsterers No. 89.* 724 Washington; J. F. Kelleher, R. S., 63A Beach.
- Carriage and Cab Drivers No. 196.* Caledonian Hall, 45 Elliot; J. W. Barry, B. A. and S., 177 Washington, North.
- Carriage and Wagon Workers No. 9.* 987 Washington; G. A. Rogers, R. S., 18 Florence, Cambridge.
- Car Workers: Allston Lodge No. 107.* Parnell Hall, Br.; F. E. Barlow, B. A. and R. S., 27 Athol, Alls.
- Car Workers: Plymouth Rock Lodge.* 987 Washington.
- Cement and Asphalt Laborers.* Union Hall, Dover and Albany; J. O'Donnell, R. S.
- Cement and Asphalt Workers.* Union Hall, Dover and Albany; J. Foy, R. S.
- Central Labor Union.* 987 Washington; H. Abrahams, S., 11 Appleton.
- Chandelier Workers No. 18.* 987 Washington; J. J. Hickey, R. S.
- Chemical Workers No. 10983.* N. Manley, S., 3 Boston, Everett.
- Cigarette Makers.* H. E. Hartick, C. S., 41 India.

Cigar Factory Strippers No. 8156. 11 Appleton; Rose Scully, R. S., 4 Davies Pl., Rox.

Cigarmakers No. 97. 11 Appleton; H. Abrahams, B. A. and S.

Cloth Examiners and Spongers No. 11542. 18 Kneeland; R. Lundgren, R. S., 103 Bedford.

Clothing Cutters and Trimmers No. 132. 18 Kneeland; F. A. Gallagher, S.

Coachmen and Stablemen No. 6827. J. Grady, S., 306 Ruggles, Rox.

Coal Handlers No. 633 987 Washington; J. F. Peters, R. S., 206 I, S. B.

Coal Hoisting Engineers No. 74. 994 Washington; W. A. Goodwin, R. S., 124 Buttonwood, S. B.

Coal Teamsters and Helpers No. 68. 987 Washington; M. J. Sheehan and M. F. McNally, B. A., 177 Washington, North; D. Proctor, R. S., 69 Gore, Cambridge.

Coastwise Longshoremen's Assembly 1062. J. T. O'Neill, R. S., 241 C, S. B.

Coat Makers No. 1. 28 Kneeland; J. K. Silvkosky, S.

Coat Makers (Women). 28 Kneeland.

Commercial Telegraphers No. 4. 694 Washington; J. B. Gatins, S., 41 Herald Office.

Composition and Papier Maché Workers No. 10872. W. J. Brown, S., 19 Burney, Rox.

Cooks No. 328. 45 Elliot; C. L. Gallant, B. A.; P. DeGrange, R. S.

Coopers No. 58. 46 Stillman; D. Alexander, R. S., 2 Union Pl., E. B.

Coopers No. 89. 1080 Tremont; P. J. Donnelly, S., 14 Bickford Av.

Coopers No. 196. 46 Stillman; W. F. Quilty, R. S., 163 E, S. B.

Coppersmiths No. 58. 2 City Sq., Chasn.; H. W. McAllister, B. A. and R. S., 8 Lawrence, Chelsea.

Coremakers No. 428. 45 Elliot; J. Hahn, F. S., 374 Dorchester, S. B.

Custom Tailors No. 12. 694 Washington; M. Larson, S., Room 15, 89 Court.

Custom Tailors No. 223. 104 Canal; H. Isaacs, S., 257 Heath, Rox.

Cutting Die Workers No. 10573. M. A. Gould, S., 53 Chambers.

Decorative Glass Workers No. 28. 724 Washington; F. L. Davey, R. S., 68 Devon, Rox.

District Executive Committee of Bricklayers and Masons of Boston and Vicinity. 45 Elliot; S. S. Kenney, S.

Dredgemen. Engineers Hall, E. B.; P. Knowlton, S.

Drop Forgers and Hammermen No. 47. C. McChesney, S., 200 W. Sixth, S. B.

Drug Clerks No. 143.

Dry Goods Clerks No. 796.

Electrical Cable Splicers No. 396. 11 Appleton; D. R. McGregor, R. S., 241 Minot, Dor.

Electrical Insidemen No. 103. 987 Washington; P. W. Collins, B. A., 23 Orange, Chelsea; F. J. Reardon, R. S., 48 Mystic, Chasn.

Electrical Linemen No. 104. 9 Appleton; J. A. McInnis, R. S., 23 Oak Grove Ter., Rox.

Electrotype Plate Makers No. 3. 724 Washington; P. S. Barrett, B. A., 196 C, S. B.; A. E. Hathaway, R. S., 12 Ellet, Dor.

Electrotypers No. 11. 724 Washington; F. L. Murray, S., 10 Mt. Auburn, Cambridge.

Elevator Constructors No. 4. E. E. Mills, B. A., 19 Allston; J. C. McDonald, R. S., 17 Walpole, Rox.

Elevator Operators. 985 Washington.

Engineers, Firemen, and Assistants Assembly 1628. 995 Washington; G. C. Leonard, S., 78 Portland.

Express Wagon Drivers and Handlers No. 307. 987 Washington; T. F. Burke, S., 40 Village.

Fishermen's Union of the Atlantic. Commercial Wharf; A. McDonald, S., 76 Prentiss, Cambridge.

Floor Layers No. 1096. 724 Washington; J. A. McKenzie, R. S., 136 K, S. B.

Fort Winthrop Assembly 1642. Webster Hall, E. B.; H. T. Hammess, S.

Franklin Association No. 18. 987 Washington; M. S. Cooney, B. A., Room 28, 235 Washington; M. H. O'Connor, R. S.

Freestone Cutters. 375 Harrison Av.

Freight Clerks Assembly 1793 (B. and M. R.R.). Roughan Hall, Chasn.; J. J. Kirby, R. S., 107 Winthrop, Rox.

Freight Handlers Assembly 628 (B. and A. R.R.). 45 Elliot; J. R. Dalton, R. S., 241 C, S. B.

Freight Handlers Assembly No. 5572 (B. and M. R.R.). Schwartz Hall, 25 Leverett; A. Ryan, S.

Garment Workers District Council No. 9. Room 6, 28 School; M. Biller, S.

Gauffers No. 175. 18 Kneeland; C. Parsons, R. S., 2 Garland.

Gilders No. 1020. 987 Washington; J. T. O'Neill, B. A.; J. J. McGrath, R. S., 29 Winchester, Medford.

Glass Workers No. 39. 45 Elliot; J. E. Stack, S., 130 Maverick, E. B.

Glove Cutters. 724 Washington.

Gold Beaters Protective No. 9612. 724 Washington; C. Roeder, R. S., 83 Sudbury.

Granite Cutters. 46 Stillman; J. Mahoney, B. A., 385 Windsor, Cambridge; W. McCartney, C. S., 53 Gates, S. B.

Grocery and Provision Clerks No. 160. N. J. Nally, B. A., 44 Linden Park, Rox.; J. J. Tobin, R. S., 10 Pontiac, Rox.

Grocery and Provision Clerks No. 539 (Roslindale). Fairview Hall, Ros.; J. W. Rodick, B. A., New Amherst, Ros.; J. H. Coughlin, R. S., 41 Mt. Hope, Ros.

Grocery and Provision Clerks No. 873 (East Boston). F. Schwell, C. S.

Hardwood Finishers No. 109. 45 Elliot; M. J. Needham, R. S., 121 Webster Av., Cambridge.

Harness Makers No. 105. 724 Washington; J. C. Dunn, R. S., 119 Dilworth.

Hat Finishers. 987 Washington; J. Pelsier, R. S., 204 Heath, Rox.

Hat Makers No. 5 987 Washington; E. Patterson, S., 256 W. Sixth, S. B.

Hatters No. 6. 987 Washington; C. Morris, S., 15 Warrenton.

Hat Tip Printers No. 4. Broadway Extension; G. W. Isaacs, S., 8 Sheafe, Chasn.

Hay and Grain Teamsters No. 808. Dover Hall, Dover and Albany; J. Murphy, R. S., 115 B, S. B.

Hod Carriers and Building Laborers No. 155. 987 Washington; D. Connors, B. A.; J. E. Campbell, R. S., 37 Rochester.

Hog Butchers No. 333. J. Masterson, S., 43 Ninth Av., Cambridge.

Hoisting and Portable Engineers No. 4. 994 Washington; C. A. Springer, B. A. and R. S., 2613 Washington.

Horse Nail Workers Protective No. 6313. J. D. Sullivan, S., 4 Chicatawbut, Nep.

Horsehoers No. 5. 987 Washington; J. P. Mahoney, B. A.; J. Cronin, R. S., 15 Hall, J. P.

Housemiths and Architectural Iron and Wire Workers No. 36. 987 Washington; D. J. Sullivan, B. A., 8 Bennet; J. H. Post, S., 8 Bennet.

- Ice Team Drivers No. 171.* Turn Hall, Middlesex; E. H. Barbour, S., 445 Broadway, S. B.
- Industrial Insurance Agents.* 724 Washington; E. Hitchens, R. S., 143 Meridian, E. B.
- Inside Architectural Iron Workers No. 59.* 987 Washington.
- Insulators and Asbestos Workers No. 6918.* 8 Bennet; C. Olsen, S., Box 1988.
- Iron and Brass Chippers No. 11610.* 45 Elliot; J. J. Seymour, R. S.
- Iron and Brass Molders No. 106.* 45 Elliot; T. McSweeney, S., 9 Carson, Dor.
- Italian Laborers.* 264 Commercial; G. Bulgarelli, S., 23 North Sq.
- Italian Laborers and Excavators No. 11679.* 3 Snowhill; D. Dalessandro, B. A.; G. Tucci, R. S., 200 Salem.
- Knee Pants Makers No. 140.* 183 Court; M. Silverstein, S.
- Knights of Labor: District Assembly 30 (Incorporated).* 228 Tremont; M. J. Kenney, S. T.
- Knights of Labor: District Assembly 30 (Original).* Roughan Hall, Chasn.; J. Regan, S. T., 23 Allen, Somerville.
- Lathers No. 72.* 987 Washington; F. F. Schultz, R. S.
- Laundry Wagon Drivers No. 650.* 724 Washington; E. O. Turnbull, S., 164 Canal.
- Laundry Workers No. 68.* 987 Washington; W. Benard, R. S., 26 Pearl, Chelsea.
- Lithographers No. 3.* 724 Washington; J. Cunningham, R. S., 145½ Clark Av., Chelsea.
- Locomotive Engineers No. 61.* Staniford; G. R. Dority, F. S., 6 School, Chasn.
- Locomotive Engineers No. 312.* 724 Washington; C. P. Shufelt, F. S., S. Walpole, Mass.
- Locomotive Engineers No. 439.* 724 Washington; E. E. Potter, F. S., 8 G, S. B.
- Locomotive Firemen No. 57.* 446 Tremont; H. D. Mathews, S., 22 Wyoming, Rox.
- Longshoremen No. 302.* G. Gilligan, B. A.; W. Driscoll, R. S.
- Longshoremen No. 545.* 53 Hanover.
- Longshoremen No. 549.*
- Longshoremen: Noddle Island Assembly 5789.* Hibernian Hall, E. B.; J. Coakley, R. S., Box 13, E. B.
- Longshoremen: O'Connell Assembly 7174.* Roughan Hall, Chasn.; A. G. Norander, R. S., 61 Alpine, Somerville.
- Longshoremen's Assembly 9629.* 194 Hanover; T. J. Daly, S.
- Longshoremen's Trade Council.* W. F. Forbush, S.
- Lumber and Box Teamsters No. 112.* 987 Washington; P. J. Donahoe, B. A., 177 Washington, North; L. Myers, R. S., 490 Tremont.
- Machine Plane Workers No. 9603.* J. Barrett, S., 8 Brookford, Rox.
- Machinists No. 264.* 987 Washington; C. R. Stirling, B. A.; M. D. O'Brien, R. S.
- Machinists: Bunker Hill Lodge No. 634.* Pythian Hall, Chasn.; C. R. Stirling, B. A., 987 Washington; E. H. Gould, R. S., 67 Warren, Chasn.
- Machinists No. 658.* Tonti Hall, E, S. B.; N. W. Potter, S., 28 Worcester Sq., Dor.
- Machinists: Railroad Lodge No. 567.* 994 Washington; C. R. Stirling, B. A., 987 Washington; S. F. Wiggins, S., 149 Main, Everett.
- Malters Trade District Union.* R. T. Allen, S., Box 1817.
- Marble Cutters and Setters No. 50.* 133 Blackstone.
- Marble Setters' Helpers No. 54.* Union Hall, 133 Hanover; J. Downing, R. S.
- Marble Workers No. 1.* 133 Blackstone; J. F. Rehm, B. A., 8 Bennet; T. Fitzgerald, R. S., 577 Harrison Av.
- Marine Cooks and Stewards.* 223 Commercial; O. Frost, S.
- Marine Engineers Beneficial Association No. 59.* 187 Border, E. B.; L. J. Burrias, R. S., Box 36, E. B.
- Market and Commission House Teamsters No. 631.* 9 Elm; C. O'Connor, B. A., 177 Washington, North; J. F. Morley, R. S., 177 Washington, North.
- Meat Cutters and Butchers No. 397.* 193 Hanover; J. A. Donnelly, R. S., 23 Galena, Rox.
- Messenger Boys Protective No. 11252.* W. J. Keating, S., 5 Tufts, Chasn.
- Metal Polishers No. 95.* M. L. Heeger, R. S.
- Metal Trades Council.* 987 Washington; E. Blassetti, R. S.
- Milk Wagon Drivers and Helpers No. 334.* 987 Washington.
- Mill and Bench Hands No. 1410 (Carpenters).* 1681 Washington; R. K. Smith, R. S., 22 Cedar, Rox.
- Mixed Assembly 1756.* Parnell Hall, Br.; J. McCann, R. S., 3 Allen Rd., Br.
- Molding and Picture Frame Workers No. 251.* 45 Elliot.
- Mosaic and Tenazzo Tile Workers.*
- Musicians Assembly No. 313.* 45 Elliot; H. C. Wolfe, S., 88 Court.
- Musicians No. 9.* 47 Hanover; T. C. Keleher, R. S., 399 Dorchester, S. B.
- Newsboys Protective No. 9077.* 53 Hanover; M. H. Zaremsky, R. S., 74 Allen.
- Newspaper Mailers No. 1.* Elks Hall; E. M. Wilks, S., Box 1517.
- Newspaper Stereotypers No. 2.* Elks Hall, 24 Hayward Pl.; G. F. Moore, R. S., Box 3350.
- Newspaper Wagon Drivers and Helpers No. 259.* 987 Washington; E. I. Lewis, R. S., 31½ Allen.
- Newspaper Writers No. 1.* 724 Washington; G. H. Dunderdale, R. S., 76 Summer.
- Overall and Sheepskin Workers No. 163.* 18 Kneeland; A. Allen, S.
- Painters, Decorators, and Paper Hangers No. 643 (Hebrew).* 15 Leverett; M. Rosin, B. A., 113 Ruggles; B. Handust, R. S., 9 Sixth, Chelsea.
- Painters No. 11.* 987 Washington; W. F. McCarthy, B. A., 94 Heath, Rox.; C. D. McVey, R. S., 150 D, S. B.
- Pants Makers No. 173.* 164 Canal; M. Biller, S., 23 School.
- Paper Hangers No. 258.* 724 Washington; J. Truand, B. A., 150 W. Concord; G. W. Gleason, R. S., 40 Beach, Dor.
- Paper Rulers No. 13.* W. A. Welch, 3 St. Charles, S. B.
- Parcel Delivery and Department Store Drivers No. 194.* 724 Washington; J. J. Ryan, R. S., 38 Otis, Somerville.
- Park Employees Assembly 7576.* 987 Washington; R. Allen, R. S., 56 Nashua.
- Pattern Makers.* 724 Washington; S. M. Lent, B. A.; L. C. Powers, R. S., 166 Mt. Vernon, Malden.
- Pavers Assembly 1832.* Dover and Albany; M. Gorham, R. S., 245 Ninth, S. B.
- Paving Department Employees Assembly 9816.* 69 Concord; M. Heaney, R. S., 97 Call, J. P.
- Paving Department Workers No. 6751.* 987 Washington; M. F. O'Brien, B. A.; J. H. Barry, R. S.
- Photo-engravers No. 3.* 724 Washington; J. P. Simonds, Jr., S., 7 Spring Lane.
- Piano and Furniture Movers No. 343.* 1095 Tremont; W. M. Hunter, S., 44 Francis, Rox.

- Piano and Organ Workers No. 19.* Jefferson Hall; T. B. Dardis, B. A., 319 Columbia, Cambridge; M. J. Dolan, C. S., 15 Burrell, Rox.
- Piano and Organ Workers No. 21.* 987 Washington; T. Harrington, C. S., 223 Bolton.
- Pile Drivers and Wharf Builders No. 11318.* Unity Hall, Decatur, E. B.; A. McDonald, S., 287 Chelsea, E. B.
- Plasterers No. 10.* 11 Appleton; P. O'Connor, B. A., 190 Paris, E. B.; E. J. Meleedy, R. S., 378 Neponset Av., Dor.
- Plasterers' Tenders No. 154.* 375 Washington; M. M. Sullivan, R. S.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers District Council of Boston and Vicinity.* J. P. Curry, S., 447 Summer, W. Lynn.
- Plumbers No. 12.* 995 Washington; T. L. Pratt, B. A., 18 Boylston; O. F. Metcalf, R. S., 61 Main, Winthrop.
- Preserve Makers and Helpers No. 11242.* T. S. Lucas, S., 1207 Tremont, Rox.
- Printing Pressmen No. 67.* Elks Hall, 24 Hayward Pl.; J. F. O'Hare, B. A., Room 20, 235 Washington; W. J. Fitzpatrick, R. S., 31 Bartlett, Chasn.
- Putnam Assembly 19003.* Woods Hall, 196 Putnam, E. B.; D. Punch, S., 5 Chelsea Ct., E. B.
- Railroad Freight and Baggage-men No. 71.* Bartenders Hall, 164 Canal; J. H. O'Hara, R. S., 321 Salem, Malden.
- Railroad Freight and Baggage-men No. 93.* H. D. McDonald, S. T., 25 Mt. Pleasant Av., Rox.
- Railroad Telegraphers No. 39.* 694 Washington; W. L. Wright, S. T., 192 Dartmouth.
- Railroad Trainmen: Bunker Hill Lodge No. 404.* 212 A Main, Chasn.; L. H. Brown, R. S., 16 Fountain Av., Somerville.
- Railroad Trainmen: Oly Point Lodge No. 507.* 409 W. Broadway, S. B.; W. J. Loring, S., S. Braintree.
- Railroad Trainmen No. 97.* 3 Boylston Pl.; M. V. Brennan, S., 80 Woodlawn, J. P.
- Railroad Trainmen: Puritan Lodge No. 621.* 11 City Sq., Chasn.; H. W. Stanley, S., 136 Brookline, Lynn.
- Railroad Trainmen: Tri-Mountain Lodge No. 486.* 149 Stanfild; J. J. Fitzpatrick, S., 42 Charles, Auburndale.
- Railway Carmen: Bay State Lodge No. 102.* 309 Albany; H. Legge, R. S., 50 Clarendon.
- Railway Carmen: Hub Lodge No. 261.* Engineers' Hall, Causeway and Merrimac; E. F. Breck, R. S., 419 Auburn, Auburndale.
- Railway Carmen No. 255.* J. M. Spencer, R. S., Readville.
- Railway Clerks No. 101.* Mishawum Hall, City Sq., Chasn.; G. H. Streeter, R. S., 11 Prescott, Somerville.
- Railway Clerks: Old Colony Lodge No. 143.* 724 Washington; G. H. Bolles, R. S., Austin, Mat.
- Railway Conductors No. 122.* 446 Tremont; C. D. Baker, S., 47 Florence, Somerville.
- Railway Conductors No. 157.* 24 Hayward Pl.; C. W. Merrill, S., 29 Evergreen, Rox.
- Railway Conductors No. 413.* 25 Main, Chasn.; R. E. Beal, S., 257 Broadway, Lawrence.
- Railway Postal Clerks.* J. E. Corbin, S., 9 Hatch, Everett.
- Retail Clerks District Council.* N. J. Nally, B. A., 44 Linden Park, Rox.
- Riggers Protective No. 10315.* Bathhouse Wharf, Border, E. B.; C. W. Hughes, S., 106 Paris, E. B.
- Roofers Protective No. 17.* 18 Kneeland; C. Egan, R. S.
- Rubber Garment Workers No. 174.* 112 Salem; H. Nicholas, B. A. and R. S.; 4 Wall.
- Sand and Tipcart Drivers No. 191.* 987 Washington; P. H. McNealy, B. A., 63 Marshfield, Rox.; J. Kinneally, R. S., 8 I, S. B.
- Sanitary and Street Cleaning Department Teamsters and Helpers No. 149.* 987 Washington; J. J. Downing, R. S., 12 Willowood, Dor.
- Sewer Workers Assembly 1621.* Brodbine Hall; J. E. Powers, B. A., 443 Shawmut Av.; G. Buchanan, R. S., 188 Bolton, S. B.
- Sewer Workers No. 3588.* Kossuth Hall, 1095 Washington; M. McMahon, S., 811 Dorchester Av., Dor.
- Sheep Butchers No. 163.* T. McGreal, S., 6 Cynnet, Br.
- Sheet Metal Workers No. 17.* 11 Appleton; J. H. Kennedy, B. A.; A. Campbell, R. S., 21 Maryland, Dor.
- Shipwrights Protective No. 8955.* 86 Border, E. B.; G. C. Parsons, S., 20 Eutaw, E. B.
- Sign Builders and Hangers No. 1271.* 1031 Washington; J. A. Cotting, B. A., 38 Orchard, Medford; H. B. Sandersony, R. S., 17 Yarmouth.
- Sign Writers No. 391.* 12 Kneeland; C. J. McHugh, R. S., 7 Quincy, Somerville.
- Skirt and Cloak Makers No. 26.* 54 Cross; A. A. Browhstein, B. A., 16 Elm, Chelsea; J. Stern, R. S.
- Soda Fountain Clerks and Soda Workers.* 987 Washington.
- Stablemen's Protective No. 10663.* 10 W. Canton; T. Scott, B. A., 25 Warwick, Rox.; R. D. Bennett, R. S., 129 Elliot.
- Statbuilders No. 1573.* 1031 Washington; G. E. Haskins, R. S., Wollaston.
- Stamps No. 45.* 18 Kneeland; D. J. Collins, S., 281 Millett, Dor.
- Stationary Firemen No. 353.* 994 Washington; L. J. Hackett, B. A., 14 Hutchins Av., Rox.; J. V. Hill, R. S., 14 Cross, Somerville.
- Steam Engineers No. 16.* 994 Washington; W. J. Lynch, R. S., 113 High, Chasn.
- Steam Engineers No. 263.* 995 Washington; W. E. Saunders, S.
- Steamfitters' Helpers No. 26.* 994 Washington; J. J. Brophy, B. A.; A. Wright, R. S.
- Steamfitters No. 22.* 994 Washington; J. J. Brophy, B. A.; J. A. Kenney, R. S.
- Steam Railroad Employees Assembly 1741.* Monument Hall, Chasn.; R. Forbes, S.
- Stonemasons No. 9.* 45 Elliot; R. J. Hester, R. S., 968 Parker, Rox.
- Stonemasons No. 33.* J. J. McCarthy, S., 36 Heath, Rox.
- Stone Pointers Assembly 1626.* 45 Elliot; W. G. Pickett, R. S., 7 Sachem, Rox.
- Straw Hat Operators No. 9591.* Miss A. E. Simpson, S., 229 Main, Chasn.
- Structural Building Trades Alliance.* 987 Washington; J. E. Potts, R. S., 67 Batchelder, Rox.
- Switchmen: Constitution Lodge No. 200.* Cotton Hall, Chasn.; T. B. Lamb, S., 18 Murray, Somerville.
- Tailors No. 1.* 28 Kneeland; I. L. Witkin, S., Room 6, 28 School.
- Teamsters Joint Council.* Caledonian Hall, 45 Elliot; J. J. Shea, R. S., 3 H, S. B.
- Teamsters No. 25.* Brodbine Hall, Albany and Dover; J. A. Murray and J. A. Duffy, B. A., 177 Washington, North; J. J. Shea, R. S., 3 H, S. B.
- Teamsters No. 242 (East Boston).* C. L. U. Hall, Chelsea, Mass.; J. McGonagle, S., Saratoga, E. B.

Theatrical Stage Employees No. 11. 18 Kneeland; P. Maloney, B. A., 1828 Washington; J. J. Barry, S., 75 Albany.

Tile Layers' Helpers No. 36. 45 Elliot; L. J. Sullivan, R. S., 15 Melrose.

Tile Layers No. 22. 514 Tremont; R. Finlay, S., 208 L. S. B.

Transatlantic Steamship Clerks Assembly 1648. Roughan Hall, Chasn.; C. R. Smith, 8 Summer, Chasn.

Transfer Drivers and Helpers No. 612. Jefferson Hall, Albany and Dover; P. F. Leonard, R. S., 1 Andrew.

Transportation: Boston Division No. 61. 149 Stan-
ford; W. F. Buckham, C. S., Ayer, Mass.

Trunk and Bag Makers No. 21.

Typographical No. 13. Brodline Hall; J. A. Mc-
Pherson, B. A., 52 Federal; H. Sterling, R. S.,
Room 2, 52 Federal.

Upholsterers No. 53. J. E. Thornton, R. S., 122 Dor-
chester, S. B.

Upholsterers No. 109. 9 Stillman; G. Bloom, S.,
Chamber.

Vest Makers No. 172. 122 Salem; M. Kirshtein, S.,
32 Shoafe.

Waist Makers No. 42.

Walters P.O. 80. 987 Washington; J. E., Laycock,
B. A., 33 Village; T. J. Ryan, R. S., 906 Wash-
ington.

Walters No. 183 (Colored). 38 Dover; P. Lawrence,
Pres.

Water Department Employees No. 6356. 987 Wash-
ington; J. J. O'Connor, S., 330 Sterling.

Water Works Assembly 1927. 67 Warren; J. E.
Cahill, R. S., 717 Massachusetts Av.

Web Pressmen No. 3. 24 Hayward Pl.

Wholesale Grocery Clerks No. 10920. L. Safirstein,
S., 65 Maverick, E. B.

Wood Carvers. 126 Dartmouth; H. C. Bamberg, S.,
17 Buttonwood, Dor.

Woodworkers District Council. 45 Elliot; F. O. Doyle,
S.

Woodworkers No. 24. 45 Elliot; W. H. McCarthy,
B. A., 1552 Cambridge, Cambridge; E. Thulin,
R. S., 116 Berkshire, Cambridge.

Woodworkers No. 251. H. Copthorne, S., 28 Cedar,
Chasn.

Wrapper Makers No. 37.

BRAINTREE.

Boot and Shoe Workers No. 143 (Mixed). G. A. R.
Hall; F. T. Lyons, F. and C. S.

Carpenters No. 1550. J. A. Ryan, R. S., Box 25, E.
Braintree.

BRIDGEWATER.

Boot and Shoe Workers No. 357. A. S. Reed, F. and
C. S., Box 142.

Carpenters No. 1046. Masonic Hall; W. H. Swift,
R. S., 22 Mt. Prospect.

BROCKTON.

Allied Printing Trades Council. 11 Arcade Bldg.;
W. H. Adams, S., 63 Harvard.

Bakers No. 180. 11 E. Elm; W. Sands, R. S.

Bakery Wagon Drivers No. 57. Sons of Veterans
Hall; F. J. Powers, R. S.

Barbers No. 238. Foresters Hall; W. Mills, R. S., 5
Hull.

Blacksmiths No. 216. M E. Elm; P. J. Foley, F. S.

Boot and Shoe Workers No. 38 (Mixed). Lasters
Hall; J. P. Meade, B. A., 70 Center; F. O. Rear-
don, R. S.

Bootblacks No. 9801. W. Burrell, S., 49 Perkins.

Bricklayers No. 6. 70 Center; J. J. Murphy, S., 47
Addison Av.

Building Laborers No. 132. 11 E. Elm; M. Neafsey,
B. A.; M. Long, S., 24 E. Elm.

Building Trades Council. 14 Arcade Bldg.; T. K.
Wood, R. S., 199 N. Warren Av

Candy Makers and Packers No. 286. Sons of Vet-
erans Hall; Florence Robertson, R. S., 18 Taylor
Av.

Carpenters No. 624. Mason Hall, 40 Center; W.
Hanson, S., 100 Turner.

Carriage and Wagon Workers No. 103. 11 E. Elm;
G. E. Sears, B. A.; A. H. Rogers, R. S.

Central Labor Union. Socialist Hall; H. L. Bearce,
S., 71 Myrtle.

Clothing and Shoe Clerks No. 604. 11 Arcade Bldg.;
H. L. Bearce, B. A., 71 Myrtle; E. M. Taylor,
R. S.

Cooks and Waiters No. 327. E. E. Jordan, R. S., 66
Winthrop.

Cutting Die Makers No. 10355. Foresters Hall; F.
T. Meagher, S., 113 N. Montello.

Dressers and Packers No. 365. Mason Block; D. E.
McCarthy, B. A., 134 Arcade Bldg.; Eliza Fox,
R. S.

Dry Goods Clerks No. 805. Savings Bank Block;
W. B. Lewis, S., 27 Franklin.

Edgemakers. 70 Center; T. C. Farrell, B. A.

Edge Trimmers and Setters No. 118. Gardeners
Block; T. C. Farrell, B. A.; P. Monaghan, R. S.

Elastic Goring Weavers 426 N. Warren Av.; E.
Ashley, S., 42 Lowell.

Electrical Workers No. 225. 114 Arcade Bldg.; B. E.
Adams, S., 72 Green Pl.

Grocery and Provision Clerks No. 358. 47 Center;
H. L. Bearce, B. A., 71 Myrtle; B. Dalton, R. S.,
Warren Av.

Heelers No. 370. Socialist Hall, Center; P. J. Mulli-
gan, B. A., Park; E. H. McKenney, R. S.

Joint Shoe Council. Lasters Hall; J. F. Buckley, S.
430 N. Montello.

Laborers Protective No. 9105. Park Theatre; M. F.
Neafsey, B. A. and S.; 48 Tabor Av.

Lasters No. 192. Lasters Hall; J. Crawford, B. A.,
Box 351; A. H. Peterson, R. S.

Last Makers No. 9269. Bay State Block; G. E.
Minzy, S., 12 Harvard.

Latners No. 123. 114 Arcade Bldg.; F. W. Doane,
S., 458 N. Main.

Laundry Wagon Drivers No. 272. 13 E. Elm; J. C.
Lothrop, R. S.

Laundry Workers No. 64. Foresters Hall; P. F.
Hanley, B. A., 371 N. Main; Mrs. E. Crosby, R.
S., 366 Court.

Leather Cutters No. 35. Lasters Hall; W. H. Parks,
B. A., 13 Washburn Block; T. O'Hare, R. S., 126
Main.

Machinists No. 176. Socialist Hall, Center; A. A.
Poland, R. S., 63 Tremont, Campello.

Musicians No. 188. Room 1, 6 Main; W. E. Morris,
R. S.

Newboys No. 9904.

Painters, Decorators, and Paperhangers No. 296.
Socialist Hall; T. G. Kittredge, B. A., 4 Central
Sq.; G. H. Maxwell, R. S., Box 417, Whitman.

Painters No. 643. A. S. Freethy, S., Stoughton,
Mass.

Plumbers No. 376. Arcade Bldg.; A. P. McAfel, S.,
78 Commercial.

Printing Pressmen No. 102. 11 Arcade Bldg.; R.
Gould, S. T., 96 Moraine.

Roofers Protective. Digitized by Google

Sheet Metal Workers No. 248. W. B. Pickering, S., 19 Appleton.
Shoe Finishers No. 37. Lasters Hall; F. Moriarty, B. A., 124 Arcade Bldg.; M. W. Dunn, R. S.
Shoe Repairers No. 393. A. E. Garland, B. A., 44 High; F. E. Brown, R. S.
Skivers No. 406. H. A. Tyler, B. A., 31 W. Elm; H. C. Poole, R. S.
Sole Fasteners No. 111. 168 Main; E. T. Walls, B. A., Box 409; G. W. Willer, S., 19 Clinton Av.
Sole Leather Workers No. 74. Clarks Block; J. P. Meade, B. A., 70 Center; S. F. Packard, R. S.
Stablemen's Protective No. 10018. 13 E. Elm; M. Clune, S., 133 Main.
Stationary Firemen No. 47. 47 Center; T. F. Hefferman, S., 21½ E. Nilson.
Steam Engineers No. 111. School and Montello; E. N. Beane, S., 62 Milton.
Steamfitters and Helpers No. 316. Arcade Bldg.; L. Gibson, S., Liberty.
Stitchers No. 44. 111 Arcade Bldg.; W. A. McKendrick, B. A.; E. F. Brady, R. S.
Stonemasons No. 14. R. Baldwin, S., 744 Montello.
Street Railway Employees No. 235. A. O. U. W. Hall; J. J. Sherman, R. S., 34 Brookside Av.
Tack Makers No. 6. R. E. Nute, R. S.
Tailors No. 106. Arcade Bldg.; P. Nesbit, S., 23 Center.
Teamsters Joint Council of Brockton and Vicinity. J. F. Gardner, R. S., 60 Tremont, Campello.
Teamsters No. 266. 13 E. Elm; J. Burke, B. A.; W. Lyford, R. S.
Trees No. 36. Socialist Hall; H. W. Leach, B. A., 124 Arcade Bldg.; J. F. Carr, R. S.
Typographical No. 224. 11 Arcade Bldg.; A. B. Slocumb, S. T., 85 Glenwood Av.
Vampers No. 256. 111 Arcade Bldg.; W. M. Steele, B. A.; J. Wright, S.

Brockfield.

Boot and Shoe Workers No. 252 (Mixed). A. H. Bellows, B. A., L. B. 130; A. J. Leach, S.

Brookline.

Carpenters No. 438. 166 Washington; W. H. Walsh, B. A.; A. A. Martin, R. S., 311 Boylston.
Painters, Decorators, and Paper Hangers No. 709. 166 Washington; W. Montgomery, S., 7 High St. Pl.

CAMBRIDGE.

Amalgamated Carpenters and Joiners: Cambridge Branch. Temple of Honor Hall; C. Jolley, S.
Barbers No. 454. C. L. U. Hall; W. H. Antle, S., 476 Massachusetts Av.
Boiler Makers No. 250. 987 Washington, Boston; L. Peterson, R. S., Suite 5, 613 Columbus Av., Boston.
Building Laborers No. 10. C. L. U. Hall; M. Donahue, R. S., 78 Allston.
Carpenters No. 441. C. L. U. Hall; A. W. Morrison, B. A., 19 Banks; L. L. Sanborn, R. S., 76 Yorktown, W. Somerville.
Carpenters No. 1653 (North Cambridge). Unity Hall, Upland Rd; T. Babineau, R. S., Dudley.
Central Labor Union. C. L. U. Hall; I. F. Bowiby, S., 31 Creighton.
Federal Labor No. 8279. C. L. U. Hall; J. Levy, R. S.
Hack and Cab Drivers No. 323. C. L. U. Hall; J. J. Corkley, R. S.
Meat Cutters and Butchers No. 383. Prospect Hall; J. Masterson, R. S.

Painters, Decorators, and Paper Hangers No. 443. C. L. U. Hall; J. Durant, B. A., 9 Norton Pl., N. Cambridge; W. S. Corken, R. S., 41 Hammond, Roxbury.

Piano and Organ Workers No. 44. C. L. U. Hall; T. Dardis, B. A., 319 Columbia; F. J. Hadley, R. S., 7 Avon Pl., Somerville.

Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 127. St. George's Hall, Prospect House; T. F. Finney, B. A., 77 Austin; J. Vogel, R. S., 2086 Massachusetts Av.

Railroad Trainmen No. 380. Carlisle Hall; W. J. Hinton, S., 310 Foster Av.

Retail Clerks No. 816. C. L. U. Hall; J. Fitzpatrick, R. S., 880 Norfolk.

Rubber Workers No. 3. C. L. U. Hall; H. Kolbe, R. S., 455 Cambridge, Allston.

Sausage Makers No. 162. Harugari Hall; P. König, R. S., 3 Spring Pl.

Stonemasons No. 34. J. F. Crowley, S., 9 Rosmore, Somerville.

Typographical No. 61. C. L. U. Hall; J. E. Burke, S., 7 Mill.

Chelmsford.

Granite Cutters. J. Warley, S., Box 196, N. Chelmsford.

CHELSEA.

Amalgamated Carpenters and Joiners: Chelsea Branch. 37 Fourth; J. J. Kenney, S., 474 Boylston, Brookline.

Boot and Shoe Workers No. 271. E. Finney, B. A., 94 Walnut.

Carpenters No. 443. C. L. U. Hall; H. Williams, B. A. and R. S., 56 Marlborough.

Central Labor Union. C. L. U. Hall; P. S. Mulligan, S., 26 Poplar.

Cracker Bakers No. 29. C. L. U. Hall; J. Abrahams, S., 158 Chester Av.

Iron Molders No. 129. C. L. U. Hall; J. F. O'Rourke, F. S., 183 London, East Boston.

Machinists No. 606. 198 Broadway; C. R. Stirling, B. A., 987 Washington, Boston; H. A. Whidden, S., 293 Chestnut.

Painters, Decorators, and Paper Hangers No. 623. W. S. Andrews, S., 15 Silk.

Rag Selectors No. 9932. A. Rosenfield, S., 143 Addison.

Rubber Workers No. 15. E. Byrne, R. S., 57 Washington Av.

Shoe Mounters No. 41. C. L. U. Hall; C. H. Churchill, R. S., Leann, Saugus.

Street Railway Employees No. 340. E. J. Matthews, R. S.

Chester.

Granite Cutters. F. Austin, S.

CHICOPEE.

Allied Metal Mechanics (Chicopee Falls). M. J. Dillon, S., Box 618.

Barbers No. 199. W. J. Murphy, F. S., 222½ Exchange.

Bartenders No. 116. D. J. Readdin, S., 19 Emerald.

Carpenters No. 686. A. Rivest, R. S., 6 Chestnut.

Iron Molders No. 117. Loomfixers Hall; J. W. Williams, F. S., 218 School.

Machinists: Highland Lodge No. 457. A. Fredette, S., 161 Main, Chicopee Falls.

Metal Polishers No. 27. Machinists Hall; B. Moriarty, R. S., 92 Montgomery.

Nappers No. 336. Union Hall; J. F. Murphy, S., 63 Court, Chicopee Falls.

Painters, Decorators, and Paper Hangers No. 299. C. A. Parker, S.

Textile Workers No. 354. Tupers Hall, Chicopee Falls; J. S. Grabowski, S., Box 185, Chicopee Falls.

Clinton.

Bartenders No. 272. W. F. O'Toole, S., Clinton House.

Bricklayers, Masons, and Plasterers No. 23. Parker Block; J. Connell, Jr., C. S., 106 Clark.

Carpenters No. 858. Room 12, 123 High; J. W. Anderson, B. A., 566 Main, Worcester; J. M. Robinson, R. S., S. Lancaster, Mass.

Painters, Decorators, and Paper Hangers No. 418. F. A. Stewart, S., 109 Sterling.

Cohasset.

Carpenters No. 1123. H. R. Gott, R. S., Box 478.

Concord.

Carpenters No. 1593. R. M. Marshall, R. S.

Leather Workers on Horse Goods No. 109. Warner Hall; H. McDonald, R. S., Church, Concord Junction.

Rubber Workers No. 2.

Conway.

Boot and Shoe Workers No. 230 (Mixed). W. Hindley, B. A.

Dalton.

Boot and Shoe Workers No. 254 (Mixed). E. H. Bailey, B. A., Box 225.

Painters and Paper Hangers No. 931. D. McDaniel, S.

Danvers.

Carpenters No. 950. H. A. Crosby, R. S.

Painters, Decorators, and Paper Hangers No. 817. F. A. Whitman, S., Chester.

Dedham.

Carpenters No. 892. 9 Danforth Block; A. W. Radcliff, R. S., East.

Coal and Lumber Teamsters and Helpers No. 95 (Dedham and Hyde Park). T. N. Stevens, R. S., 12 Waterloo, Hyde Park.

Stonemasons. 9 Danforth Block.

Street Railway Employees No. 273. L. M. Sleeper, R. S., Cohasset, Roslindale.

Easton.

Carpenters No. 784. C. Mason, R. and F. S., Box 61.

Painters, Decorators, and Paper Hangers No. 728 (North Easton). E. W. Baldwin, S., Bridge.

East Bridgewater.

Iron Molders No. 65. Hibernian Hall; T. F. Morse, F. S., Box 235.

Easthampton.

Carpenters No. 1372. F. S. Knott, R. S., 24 Ward Av.

Elastic Goring Weavers. German Hall; H. Moore, S., 114 Park.

Painters No. 828. T. Winton, R. S.

East Longmeadow.

Quarry Workers No. 30. Town Hall; T. W. Speight, S.

EVERETT.

Bricklayers and Masons No. 37. P. Mitchell, S., 183 Waverley Av., Revere.

Carpenters No. 780. Plaisted Hall, Broadway; J. McIntyre, R. S., Davis, Revere.

Painters No. 234. C. L. Alsterberg, S., 349 Main.

FALL RIVER.

Bakers No. 99. Leary Bldg., Fourth; F. Hilton, R. S.

Barbers No. 331. J. W. McCluskey, R. S.

Bartenders No. 99. J. J. Corrigan, R. S.

Brewery Workmen No. 137. J. E. Greenwood, S., 1648 S. Main.

Bricklayers and Masons No. 11. J. W. Kearns, S., Box 565.

Card Room Employees No. 32. 271 S. Main; J. Tansey, R. S.

Carpenters No. 223. E. Bridge, R. S., 575 Mt. Hope Av.

Carpenters No. 1305 (French). J. A. Cote, R. S., 370 Hope.

Central Labor Union. 271 S. Main; R. Wood, R. S., Box 291.

Cigarmakers No. 494. T. J. Kenney, R. S., 26 Bedford.

Cooks, Waiters, and Waitresses No. 751. Celtic Hall; A. S. Curtis, B. A., 105 Park; N. Thibault, R. S., 19 Pearl.

Cooks and Waiters No. 759 (Colored). G. S. Wells, S., 187 Washington.

Electrical Workers No. 437. 26 N. Main; J. E. Sullivan, R. S., 576 Plymouth Av.

Granite Cutters. E. McDonald, S., 24 Varley.

Hack Drivers and Stable Workers No. 101. Machinists Hall; M. Duffy, S., 654 Locust.

Horsehoers and Blacksmiths No. 90. Machinists Hall; F. C. Fowler, R. S., 152 Bank.

Iron Molders No. 48. Machinists Hall; H. E. Bryant, B. A., Box 917, Providence, R. I.; D. D. Lynch, F. S., 82 Elm.

Lathers No. 139. 29 Borden Block; J. F. Dooley, S., 271 Union.

Longshoremen and Marine Transport Workers. Machinists Hall; D. Hanlon, R. S.

Loomfixers No. 35. Loomfixers Hall, 370 Bedford; T. Taylor, S.

Meat Cutters No. 21. B. F. Collier, S., 78 Grinnell.

Mule Spinners No. 1. 271 S. Main; T. O'Donnell, S., Box 203.

Musicians No. 216. E. J. Murphy, S., Box 265.

Newspaper Writers. H. Peckham, R. S., Herald Office.

Painters No. 75. Alpine Hall; F. P. Mather, S., 39 Grove.

Plumbers No. 58. Borden Block; D. J. Harrington, B. A. and R. S., 545 Second.

Railroad Trainmen: Mount Hope Lodge No. 475. Foresters Hall; E. J. Sullivan, S., 816 Davol.

Retail Clerks. A. Potvin, S.

Slasher Tenders No. 51. 9 Pocasset National Bank Bldg.; J. G. Jackson, S., Box 221.

Stationary Firemen No. 10. 215 Vermont Block; J. Maguire, S., 516 Bank.

Steam and Hot Water Fitters No. 50. 5 Jennings Bldg.; G. Hallam, B. A. and R. S., 513 Third.

Steam Engineers No. 165. J. A. Picard, S., 35 Gagnon.

Stereotypers No. 52. L. Johnston, S., 14 Grinnell.

Street Railway Employees No. 174. Crosson Hall; F. D. Jalbert, R. S.

Teamsters and Helpers No. 235. Third and Pleasant; J. Wilson, B. A., 561 Fourth; B. Perry, R. S.

Textile Council. T. Taylor, S., 231 Main.

Typographical No. 161. T. J. Ryan, S., Box 479.

Weavers No. 24. 372 Third; J. Whitehead, S., 1188 Globe.

FITCHBURG.

Bakers No. 313. R. Thomson, S., 14 Myrtle Av.
Barbers No. 284. O. A. Gabriel, F. S., 118 Main.
Boiler Makers: Rollstone Lodge No. 299. Molders Hall; J. Dooling, R. S., 12 Washington.
Boot and Shoe Workers No. 342 (Mixed). E. Ryan, F. and C. S., 23 Fulton.
Bricklayers No. 19. Freemans Block; E. F. Nutting, R. S., 72 Day.
Carpenters No. 778. Painters Hall, 43 Main; G. D. O'Keefe, B. A., Monroe; F. Marcotte, R. S., 64 Sheridan.
Car Workers.
Central Labor Union. C. L. U. Hall, 5 Main; C. Smith, S., 41 Smith.
Cigarmakers No. 475. N. Kavanaugh, S., Glenwood House.
Cooks and Waiters No. 784.
Electrical Workers No. 410 (Mixed). C. L. U. Hall; R. W. Larrabee, R. S., 374 Main.
Federal Labor No. 9394. C. L. U. Hall; J. F. Bradley, S., 35 Water St. Lane.
Granite Cutters. C. L. U. Hall; T. Braek, R. S., 3 Rockland.
Hardeners and Temperers No. 10419. J. F. Hassett, S., 16 Harvard.
Iron Molders and Helpers No. 11052. D. J. Connors, S., 13 Lincoln.
Iron Molders No. 97. C. L. U. Hall; N. H. Root, S., 48 Granite.
Locomotive Engineers No. 191. G. A. R. Hall; E. J. Mulaney, B. A. and S., 120 Myrtle Av.
Loomfixers No. 41. Singers Hall, Leighton; C. J. Gillen, S., Summer.
Machinists: Rollstone Lodge No. 409. C. L. U. Hall; B. T. Kriemer, S., 335 Water.
Metal Polishers No. 145. G. A. R. Hall; E. E. Williams, R. S., 42 Highland Av.
Musicians No. 173 (Fitchburg and Leominster). Cushing Block; C. A. Whitcomb, R. S., Y. M. C. A. Bldg.
Painters No. 381. W. S. Connor, R. S., Box 381.
Plumbers No. 92. C. L. U. Hall; G. Fagan, R. S., 19 Portland.
Railroad Freight and Baggage-men No. 72. N. Berry, S. T., 12 Clinton.
Railroad Trainmen: Hoosac Tunnel Lodge No. 93. 246½ Main; E. Newell, S., 47 Day.
Railway Conductors No. 146. 246½ Main; J. N. Boudreau, S., 35 Worcester.
Saw Machine Knife Grinders No. 10363. M. J. Toomey, S., 2 Morris.
Saw Makers No. 7173. F. V. Oldham, S., 37½ Winter.
Sawmills No. 9. G. A. R. Hall; J. W. Moalt, S., 164 Highland Av.
Sheet Metal Workers No. 157. M. Briggs, R. S., 44 Burnap.
Shirt Waist and Laundry Workers.
Shoe Cutters No. 327. E. W. Brooks, F. and C. S., 9 Boylston.
Steam Engineers No. 160. A. G. McCarthy, S., 89 Beech.
Steamfitters and Helpers No. 41. F. E. Nelson, S., 119 Pearl.
Tailors No. 400. O. Girard, S., 38 Granite.
Teamsters No. 330. C. L. U. Hall; E. Robinson, B. A. and S., 153 Lunenburg.
Textile Workers No. 445 (Fitchburg and Leominster). Socialist Hall, Leominster; J. T. Connor, R. S., 89 Cottage, Leominster.
Theatrical Stage Employees No. 86. C. L. U. Hall; H. N. Lovell, R. S., 104 River.

Typographical No. 623 (Fitchburg and Leominster). Socialist Hall, Leominster; O. L. Hoyer, S., 29 Harrison, Leominster.
Woolen Workers No. 316. C. L. U. Hall; F. W. Sullivan, S., 97 Birch.

Foxborough.

Straw Hat Operators Protective No. 9655. Mrs. A. M. Nelson, S., Union.

Framingham.

Barbers No. 389. J. H. Wales, F. S., S. Framingham.
Boot and Shoe Workers No. 11378. A. O. H. Hall, Nobscott Block; M. J. Casey, R. S., 16 Waverly Ct., S. Framingham.
Bricklayers and Masons No. 51. J. Hurley, S., 11 Michael, Cohasset.
Carpenters No. 860. W. F. Drake, R. S., Box 923.
Laborers Protective No. 11378. A. O. H. Hall, Nobscott Block; M. J. Casey, R. S., 16 Waverly Ct., S. Framingham.
Machinists.
Novelty Paper Workers No. 10913. F. X. Barron, S., 44 Grant, S. Framingham.
Painters, Decorators, and Paper Hangers No. 563 (South Framingham). W. G. Patton, S., 11 Gilbert.
Railroad Trainmen No. 236. Pythian Hall, S. Framingham; A. E. Spreadbury, S., 62 Day, Fitchburg.
Team Drivers No. 602.

Franklin.

Carpenters No. 1335. F. L. McDonald, S., Winter.

Gardner.

Barbers No. 550. P. A. Ward, F. S., 48 Parker.
Bartenders No. 370. Foresters Hall; J. W. Rafferty, R. S., 66 Rich.
Carpenters No. 570. 104 Parker; P. Brouillet, R. S., Roblard.
Central Labor Union. Hibernian Hall; H. M. Hoffman, S., West.
Iron Molders No. 303. Engine Hall, Otter River; T. F. Sullivan, F. S., Otter River.
Leather Workers on Horse Goods No. 94. 16 Pearl; W. O. Clements, R. S., 188 Woodland Av.
Masons No. 44. 102 Parker; J. Mulcahy, S., 173 Temple.
Painters, Decorators, and Paper Hangers No. 495. Foresters Hall; J. Morrissey, R. S., Bakers Lane.
Plumbers No. 352. W. O'Donnell, S., 322 Pine.
Woodworkers No. 106. Foresters Hall; G. W. Merritt, R. S., 173 Pine.

GLOUCESTER.

Barbers No. 375. D. D. Saunders, R. S., 6 Centennial Av.
Bartenders No. 151.
Bricklayers, Masons, and Plasterers No. 21. Andrews Hall; S. R. Lane, Gee Av.
Carpenters No. 162. 191½ Main; J. H. White, S.
Carpenters No. 910. 141 Main; B. Sangster, R. S., 27½ Exchange.
Central Labor Union. Aeoriana Hall; J. N. Morrow, S., 12 Harts Pl.
Cigarmakers No. 324. 17 Duncan; L. Urquhart, S.
Coopers No. 162. 73 Main; W. H. Tarr, S.
Fishermen Union of the Atlantic. 141½ Main; O. Crouse, B. A.
Fish Skinners, Cutters, and Handlers No. 9582. Amory Hall; R. L. LeSueur, S., 72 Perkins.
Granite Cutters. A. Lurvey, S., Pigeon Cove.
Horseshoers No. 197.

Longshoremen No. 305. P. Hogan, S., 91 Prospect.
Painters, Decorators, and Paper Hangers No. 666. 97 Main; H. F. Sanford, S., 22 Church.
Plumbers and Steamfitters No. 238. 73 Main; C. A. Morris, R. S., 11 Forest.
Quarry Workers No. 8233. Lanesville Rink; J. C. Hanrahan, S., 66 High.
Retail Clerks No. 572. 191½ Main; F. Gardner, S., 168 Main.
Riggers, Tarrers, and Scrapers No. 2699. 97 Main; A. Farmer, S., 33 Friend.
Steam Engineers No. 108. J. C. Hanrahan, S., 66 High.
Team Drivers No. 266. J. A. Macauley, B. A., 87 Maplewood Av.; S. White, S., 118 Pleasant.
Typographical No. 486. K. of P. Hall; R. T. Darcy, S. T., 8 Friend.

Grafton.

Boot and Shoe Workers No. 52 (Mixed) (North Grafton). Annie Morris, F. and O. S., c/o J. S. Nelson and Son.

Great Barrington.

Bricklayers, Masons, and Plasterers No. 49. Foresters Hall; J. Fournier, B. A. and S., Van Deusenville, Mass.
Carpenters No. 1045. G. A. R. Hall; W. C. Morrison, R. S., 26 Higgins.
Central Labor Union. J. B. Drummond, R. S.
Painters No. 627. G. J. Warner, R. S., L. B. 6, Glendale.
Plumbers No. 329. Bentons Block; T. H. Nolan, S., 28 Pine.

Greenfield.

Allied Metal Mechanics No. 134. C. L. U. Hall; D. Finn, S., 10 Marshall.
Barbers No. 265. C. L. U. Hall; H. E. Flanagan, R. S., 12 Bank Row.
Bartenders No. 147. Main and Federal; F. B. Thompson, R. S., 125 Main.
Bricklayers and Masons No. 36. Union Hall; J. J. Short, S., Turner's Falls.
Carpenters No. 782. C. L. U. Hall; F. F. Underwood, R. S., 20 School.
Central Labor Union. C. L. U. Hall; H. E. Flanagan, S., 12 Bank Row.
Hod Carriers. C. L. U. Hall; F. S. Woodard, S., Crescent.
Iron Molders No. 347. Hibernian Hall, Turner's Falls; T. Acton, F. S., Box 439, Turner's Falls.
Locomotive Engineers No. 112. K. of M. Hall; E. Warren, F. S., Box 307.
Machinists No. 481. C. L. U. Hall; M. E. Dunnigan, S., 64 Washington.
Painters No. 211. C. L. U. Hall; O. A. Shumway, R. S., 4 Wilson Av.
Paper Makers No. 10. Hibernian Hall, Turner's Falls; W. Hall, R. S., Turner's Falls.
Plumbers No. 428. C. L. U. Hall; F. J. B. Kennedy, S., Elm.
Polishers No. 178. C. L. U. Hall; A. Aronson, R. S.
Railroad Freight and Baggage No. 82. C. L. U. Hall; C. W. Lawrence, S. T., 13 Powers Sq.
Railroad Trainmen: D. S. Simonds Lodge No. 426. Foresters Hall; E. D. Carter, S., 72 Davis.
Railway Trackmen. C. L. U. Hall; T. T. Nash, S., 10 Devens.
Typographical No. 547. C. L. U. Hall; Katherine Sullivan, S., 20 Mill.

Hamilton.

Carpenters No. 1292. J. Hulbert, R. S., Wenham Depot.

HAVERHILL.

Bakers No. 239. 31 Washington; O. C. Miller, R. S., 10 Pleasant, Bradford.
Barbers No. 391. Walters Alliance Hall; P. E. Moran, F. S., Washington.
Bartenders No. 93. Bartenders Hall; P. J. Burke, R. S.
Boot and Shoe Workers No. 1 (Mixed). 31 Washington; H. D. Ham, B. A.; J. A. Heckman, R. S.
Brewery Workmen: Branch No. 1. H. Fischer, S., c/o Essex Brewery.
Bricklayers and Masons No. 17. E. Hefferman, S., 12 Norfolk.
Bricklayers and Masons No. 55. G. N. Norris, S., 94 Bellevue Av.
Carpenters No. 82. 16 Fleet; G. W. Merrill, R. S., Warren.
Central Labor Union. 31 Washington; G. A. Keene, B. A. and S., Box 66.
Cigarmakers No. 286. D. Clohesy, S., 61 Primrose.
Cutters No. 3 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; M. Hart, R. S.
Cutting Die Workers No. 11013. 25 Washington; P. Noonan, S., 32 Oak Ter.
Grocery and Provision Clerks No. 691. 31 Washington; G. A. Keene, B. A., Box 66; C. B. Pett, R. S., Box 179.
Horseshoers No. 97. 25 Washington; G. Russell, R. S., Court.
Lasters No. 26. 31 Washington; H. D. Ham, B. A.
Laundry Workers No. 144. Walters Alliance Hall; G. A. Keene, B. A., 25 Washington; Josie O'Brien, R. S., 18 Primrose.
Machine Operators No. 1 (B. and S. W.). 31 Washington; H. D. Ham, B. A.
Machine Operators No. 1 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; G. H. Preston, R. S.
Machinists: Whittier Lodge No. 642. Bartenders Hall; L. N. French, R. S., Box 169.
Musicians No. 302. 130 Merrimack; W. H. Freke, S., 13 Fifth Av.
Painters, Decorators, and Paper Hangers No. 836. Walters Alliance Hall; G. W. Hayden, B. A.; H. L. Dearborn, S., 49 Merrimack, Bradford.
Plasterers and Stonemasons. E. J. Noonan, R. S.
Railroad Freight and Baggage No. 91. Harrison Hall; F. H. Magison, R. S.
Retail Clerks No. 515. A. O. U. W. Hall; G. A. Keene, B. A., Box 66; W. A. Holbrook, R. S., Box 265.
Shoe Cutters No. 191. 31 Washington; W. I. Yeaton, B. A. and R. S., Rocks Road.
Shoe Packers No. 287. 31 Washington; H. D. Ham, B. A.; G. F. Clough, S., 86 Emerson.
Shoe Workers Protective Union. 2 Gilman Pl.; J. P. Bauer, B. A.; G. W. Johnson, Gen. S. T.
Sole Leather Workers No. 341. 31 Washington; H. D. Ham, B. A.; M. Bruce, R. S.
Stitchers No. 6 (B. and S. W.). 31 Washington; H. D. Ham, B. A.; J. A. Heckman, R. S.
Stitchers No. 6 (Women) (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; Nellie R. Tyler, R. S.
Team Drivers No. 397. Foresters Hall; G. A. Keene, B. A.; S. Strong, S., Grove.
Turned Workmen No. 2 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; W. M. Badger, R. S.
Turn Workmen No. 2 (B. and S. W.). 31 Washington; H. D. Ham, B. A.; C. S. Woodcock, R. S., Howard.
Typographical No. 38. Record Office; C. S. Huntress, S., 28 King, Groveland.
Walters No. 301. Walters Alliance Hall; F. Mansfield, B. A.; D. Crimins, Pres., 82 Locust.

Hingham.

Carpenters No. 424. F. L. Corthell, R. S., Box 136, Hingham Center.
Painters, Decorators, and Paper Hangers No. 635. G. Lowry, S., Hingham Center.

Holbrook.

Boot and Shoe Workers No. 78 (Mixed). E. J. King, F. and C. S., Box 213.

MOLYOKE.

Bakers No. 96. W. F. Budges, C. S., 19 Maple, Chioopee Falls.
Barbers No. 545. J. Sliney, F. S., 50 Center.
Bartenders No. 81. 206 High; T. R. Miles, R. S., 324 Main.
Botter Makers: Marchand Lodge No. 75. Temperance Hall; W. Mayer, R. S.
Bookbinders No. 14. J. Thompson, R. S.
Brewery Workmen No. 128. G. J. Hofbauer, S., Box 20, Williamsett.
Bricklayers and Masons No. 2. J. F. Lynch, R. S., Box 411.
Building Trades Council. J. Slaterry, B. A.; M. B. Begley, S., 23 Yates.
Carpenters District Council. M. J. Marsh, R. S., 217 Hampden.
Carpenters No. 390 (French). Temperance Hall; R. Tindall, B. A., 109 Bower; J. R. Poullot, R. S., 109 Barnes.
Carpenters No. 656. R. Tindall, B. A., 226 Dwight; T. J. Maroney, R. S., 109 Barnes.
Carpenters No. 1350. H. Lempke, R. S., 567 Canal.
Carriage and Wagon Workers No. 54. M. Harrigan, S., 387 Elm.
Central Labor Union. French Monument Hall, Appleton; A. Lamarch, B. A., 412 High; J. P. Bleasius, S., 165 Oak.
Cigarmakers No. 51. R. M. Powers, S., 482 High.
Coal Handlers No. 198. R. Donahue, S., 32 Prospect.
Coremakers No. 11.
Gas Workers No. 9916. M. Curran, S., 110 Hampden.
Granite Cutters. J. Green, S., 446 Maple.
Horseshoers No. 198. T. Casey, R. S., 67 Newton.
Hotel and Restaurant Employees. E. C. Talliaferro, R. S., 55 Dwight.
Iron Molders No. 116. 363 Main; E. H. Cooley, F. S., 125 Newton.
Laborers No. 1081.
Laborers Protective No. 9855. J. Bowler, S., 384 Elm.
Lathers No. 31. 321 High; J. Denault, R. S., 3 Appleton.
Lumbermen's Protective No. 10180. J. McGiverin, S., 94 Beech.
Machine Fixers No. 194. C. J. Perry, S., 76 Cabot.
Machinists: Paper City Lodge No. 410. French Monument Hall, Appleton; R. B. Palmer, R. S., 53 Samoset.
Meat Cutters and Butchers No. 244. O. Mercan, S., 87 Park.
Metal Polishers No. 164. French Hall, Maple; J. M. Daley, F. S., 103 Walnut.
Milk Wagon Drivers No. 36. T. F. Hurley, R. S., 642 High.
Milkrights and Helpers No. 9980. C. Humphrey, S., 43 Appleton.
Mule Spinners. 104 High; E. Ryan, S., Essex.
Musicians No. 144. A. R. Mareau, S., 641 Bridge.
Painters, Decorators, and Paperhangers No. 253. 205 High; J. Slaterry, B. A.; C. Green, R. S., 328 Dwight.

Paper Makers: Eagle Lodge No. 1. Foresters Hall; R. F. Healy, B. A., 412 High; J. Clark, S., Box 672.

Plumbers No. 176. A. F. Reece, S., 178 Pleasant.
Printing Pressmen and Assistants No. 45. Bartenders Hall; L. McL. Murray, B. A., 94 Beech; F. H. Cooke, R. S., 235 Dwight.

Railroad Trainmen: Paper City Lodge No. 557. Foresters Hall; W. H. O'Meara, S., 47 Samoset.

Retail Clerks No. 85.

Sheet Metal Workers No. 155. G. Newcomb, R. S., 97 High.

Shoe Repairers No. 272. W. Degaraphe, 678 High.
Stationary Firemen No. 4. Hibernian Hall; F. P. Brown, S., 12 Wolcott.

Steamfitters. J. Lyons, S., 260 Hampden.

Stonemasons No. 8. J. Brick, R. S., 98 N. Summer.
Sulphite and Pulp Paper Makers No. 22. J. Curran, S., 105 Walnut.

Teamsters No. 157. P. J. Murphy, S., c/o Callahan Feed Mills.

Theatrical Stage Employees No. 89. A. E. Wolfenden, 609 High.

Thread Glasers No. 181. 343 Park; P. J. Cox, S., 741 High.

Typographical No. 263. 206 High; E. E. Warren, S., 203 Appleton.

Watchmen No. 9992. J. Lamb, S., 279 N. Hampden.

Hudson.

Carpenters No. 400. A. Glasson, R. S.

Hull.

Carpenters No. 1645. W. W. Reddie, R. S., Box 118.

Huntington.

Paper Makers: Mt. Tekoa Lodge No. 28. C. Thebodo, S., Box 18.

Stationary Firemen No. 131. W. Wall, S., Box 224.

Hyde Park.

Carpenters No. 802. J. F. Leighton, R. S., 202 E. River.

Machinists No. 345. 1 Kennedy Bldg.; J. B. Smith, S., 21 Pine.

Painters, Decorators, and Paperhangers No. 655. Lyric Hall; J. R. Morgan, B. A., 470 W. River; J. F. Moran, R. S., 9 Wilton.

Plumbers and Steamfitters No. 254. Carpenters Hall; J. A. Chamberlain, R. S., 112 Huntington Av.

Retail Clerks No. 599. Central Hall; Mary A. Morgan, R. S.

LAWRENCE.

American Federation of Labor. R. S. Maloney, Organizer for Lawrence and Vicinity.

Bakers No. 168. 291 Essex; J. Reuter, R. S., 236 Broadway.

Barbers No. 235. 117 Broadway; A. Duchesne, S., 384 Haverhill.

Bartenders No. 90. 241 Essex; J. P. Sullivan, R. S.
Boiler Makers: Essex Lodge No. 240. Saunders Hall; C. Helprich, S.

Bottlers and Drivers No. 119. 291 Essex; P. J. O'Connor, B. A., 93 Newbury; J. Martin, S., 29 Woodland.

Brewery Workmen No. 125. D. Voss, S., 1 Stevens, S. Lawrence.

Bricklayers No. 10. Post Office Bldg.; M. O'Brien, R. S., Box 24.

Building Laborers. 288 Essex; P. O'Neill, S., 112 Myrtle.

Carpenters and Combbers. 291 Essex; J. Mahoney, R. S.

Carpenters No. 111. 291 Essex; J. A. Mosher, B. A., 46 Morton; W. J. Taylor, R. S., 101 Broadway, Methuen.

Carpenters No. 551 (French). 433 Common; J. A. Mosher, B. A., 46 Morton; T. Blodeau, R. S., 47 Inman.

Carpenters No. 1566 (German). German Hall; J. A. Mosher, B. A., 46 Morton; H. Woeckel, R. S.

Carriage and Wagon Workers No. 19. 246 Essex; A. Creeley, R. S., 85 Elm.

Car Workers: Lawrence Lodge No. 64. Caledonian Hall; S. McKenzie, 6 Ellis.

Central Labor Union. 291 Essex; J. A. Mosher, B. A., 46 Morton; R. S. Maloney, R. S.

Cigarmakers No. 354. 291 Essex; W. Whitley, S., 116 Essex.

Coal Handlers No. 9022. 433 Common; P. J. O'Connor, B. A.; D. Cahalan, S., 67 West.

Cooks and Waiters No. 276. 246 Essex; P. Miekeln, F. S., 194 Union.

Dressers. 246 Essex; D. O'Connor, S., 299 Auburn.

Dyers and Finishers. 291 Essex; M. Reid, R. S.

Electrical Workers No. 385 (Mixed). Bugbee Hall, 304 Common; T. H. Hogarth, R. S., 86 Andover.

Federal Union No. 11709. 304 Common; J. Hickey, R. S.

Granite Cutters. J. F. McCarthy, S., 37 West.

Horseshoers No. 64. 291 Essex; J. Sheehan, R. S., 85 Columbus Av.

Iron Molders No. 83. 291 Essex; J. P. Fleming, F. S., 214 S. Union.

Lathers No. 90. 246 Essex; T. Kelley, S., 45 West.

Laundry Workers. 246 Essex; M. Shea, R. S.

Loomfixers No. 38. 53 Margin; W. B. Wezehenkel, S., 50 Chestnut.

Machinists: Lincoln Lodge No. 172. 304 Common; W. Duckworth, S., 305 Merrimack.

Musicians. 246 Essex; J. P. Millington, R. S.

Painters, Decorators, and Paper Hangers No. 44. 246 Essex; J. A. Mosher, B. A., 46 Morton; T. B. Yates, S., 31 Carlton.

Paper Makers. 299 Essex; P. Laidlaw, S., 294 Salem.

Plasterers. 238 Essex; J. A. Mosher, B. A., 46 Morton; E. F. Joyce, S., 13 Bunker Hill.

Plumbers No. 283. 291 Essex; J. McNulty, B. A.; W. F. Kress, Jr., R. S., 23 Hall.

Printing Pressmen. Essex House; C. T. Schueller, S., 47 Berkeley.

Railroad Trainmen: Merrimack Valley Lodge No. 688. 238 Essex; C. W. Morgan, S., 112 Berkeley.

Railway Clerks No. 178.

Retail Clerks No. 232. Needham Hall; P. J. O'Connor, B. A., 92 Newbury; F. P. Callahan, S., 266 Elm.

Section Hands No. 546. Loomfixers Hall; J. T. Barnes, S.

Shoe Repairers No. 404. Saunders Hall; D. J. Meaney, F. and C. S., 116 Bradford; R. B. Thomas, R. S.

Spinners. 291 Essex; P. A. Daly, R. S.

Stationary Firemen No. 18. Pemberton Hall; M. Kennelby, S., 27 Durham, S. Lawrence.

Stonemasons No. 54. 510 Common; M. Burns, S., Methuen, Mass.

Tailors No. 244. 9 Saunders Hall; W. J. Lynch, S., Room 3, 283 Essex.

Team Drivers No. 262. 304 Common; G. H. Manock, S., 9 Kingston.

Textile Workers. Loomfixers Hall; J. Lofthouse, R. S.

Theatrical Stage Employees. 291 Essex; M. Crane, S.

Typographical No. 51. Board of Trade Rooms; J. E. Scanlon, S., Box 122.

Weavers No. 30. 291 Essex; Mrs. R. S. Maloney, R. S.

Woodworkers No. 191. 433 Common; C. Reough, R. S., 6 Brookfield.

Wool Sorters. 246 Essex; T. Smith, S., 215 Park.

Lee.

Carpenters No. 1427. C. A. Markham, R. S.

Meat Cutters No. 278. J. Hart, S., Box 305.

Painters, Decorators, and Paper Hangers No. 825. G. J. Fillo, S., Box 248.

Paper Makers: Lee Lodge No. 78. Bussidy Bldg.; J. Kelly, R. S., Box 25.

Lenex.

Bricklayers and Masons No. 16. J. McDermott, S., Box 81.

Carpenters No. 370. L. Schmidt, R. S., Box 139.

Federal Labor No. 9477. Town Hall; T. Briant, B. A.; L. E. Gazaw, S., Box 104.

Painters No. 378. Town Hall; J. W. Cooney, Jr., B. A.; G. Galliford, R. S.

Plumbers No. 306. Regniers Hall; L. Vader, S., Box 295.

Team Drivers.

Leominster.

Barbers No. 518. Borbeau Barber Shop; A. St. Jean, F. S., 84 Central.

Carpenters No. 794. 4 Sawtelle Block; D. W. Shallice, S., 68 Church.

Central Labor Union. Socialist Hall; W. A. Edwards, S., 33 Richardson.

Comb Makers No. 11501 (Women). Nellie Marquis, S.

Federal Labor No. 11329. Socialist Hall; M. J. McLaughlin, S.

Horn, Celluloid, Comb, and Novelty Workers No. 10346. G. A. R. Hall, Mechanic; D. A. Sullivan, C. S., 91 Priest.

Horseshoers No. 140. R. Jack, R. S., Park Square Hotel, Fitchburg.

Painters, Decorators, and Paper Hangers No. 152. Socialist Hall; W. E. Woods, S., 68 Walnut.

Piano and Organ Workers No. 33. G. A. R. Hall, Music Hall Block; W. I. Jewett, R. S., 182 Spruce.

Shirt Waist and Laundry Workers No. 12. Good Templars Hall; G. Gane, Jr., R. S., Fifth.

Woodworkers No. 112. G. A. R. Hall; W. L. Brewster, R. S., 209 Union.

LOWELL.

Allied Printing Trades Council. 22 Middle; J. W. Maguire, R. S., 25 Whipple.

Bakers No. 169. Barristers Hall; A. J. Houde, S., 1 Rockdale Av.

Barbers No. 323. 22 Middle; M. H. Novelle, F. S., 504 Merrimack.

Beer Drivers No. 117. J. F. Doyle, S., c/o Harvard Brewing Co.

Bleachery Workers No. 2911. J. Harneth, S., Lowell Bleachery.

Boiler Makers: Spindle City Lodge No. 43. St. Joseph's Hall; J. A. Durkin, F. S., 93 Lincoln.

Brewery Workmen Branch No. 1. G. Woessner, S., 48 Fruit.

Brewery Workmen No. 190. A. J. McLaughlin, S., 78 London.

Bricklayers No. 31. 32 Middle; A. Ray, S., 536 Beacon.

Brussels Weavers. Leather Workers Hall; T. M. Riley, R. S.

Building Laborers. 32 Middle; F. Carney, R. S.
Corders Textile Union. 52 Palmer; M. Brassill, R. S., 58 Walnut.

Carpenters No. 49. 22 Middle; W. E. Fitzgerald, B. A., 17 Roger; D. A. MacFadyen, R. S., 53 Willow.
Carpenters No. 1810 (French). 22 Middle; E. Joyal, R. S., 20 Third.

Cigarmakers No. 255. E. F. Broughay, S., 63 Tyler.
Coremakers No. 12. W. Donovan, R. S.
Cotton Spinners. 22 Middle; J. McCann, S., Box 962.
Electrical Inside Workers No. 461. 103 Central; J. M. McDermott, R. S., 100 Bourne.

Granite Cutters. Good Templars Hall; J. Pinardy, S., 1023 Gorham.

Iron Molders No. 85. 103 Central; W. F. Mahoney, F. S., 116 Chapel.

Knitters.

Leather Workers No. 3. 243 Central; J. J. Carney, R. S., Box 963.

Loomfixers. Welles Hall.

Machinists No. 138. 103 Central; J. D. Quinn, S., 28 Willis.

Metal Polishers No. 103. Trades and Labor Council Hall; J. Griffin, R. S., 23 Clair.

Musicians No. 83. P. J. Burleigh, S. T., 52 Central.

Painters, Decorators, and Paper Hangers No. 39.

Barristers Hall; T. H. Siddeley, S., 39 Hudson.

Pattern Makers Association of Lowell and Vicinity. 407 Middlesex; J. W. Clements, B. A., 296 Foster; D. A. Haskell, R. S., 39 Washington.

Plumbers No. 9. M. J. Donohoe, R. S., 571 Broadway.

Railroad Freight and Baggage-men No. 74. Marstens Block; L. H. Mason, S. T., 12 Smith.

Railroad Trainmen: Spindle City Lodge No. 333. Pilgrim Hall; J. M. Ward, S., 635 Broadway.

Railway Clerks No. 138. Pilgrim Hall; E. A. Clifford, R. S., 20 Lane.

Ring Spinners. 52 Palmer.

Slasher Tenders No. 431. 52 Palmer; J. F. Sawyer, F. S., rear 75 Union.

Stationary Engineers. Wyman's Exchange; W. H. Rame-dell, O. S., 10 Varney.

Stationary Firemen No. 14. J. Barrett, S., 1 Wood-bury.

Stonemasons No. 7. P. J. Gallagher, S., 398 Lawrence.

Street Railway Employees No. 280. Union Bank Bldg; T. F. Flynn, R. S., 40 Mead.

Tailors No. 103. 32 Middle; A. R. Keefe, S., 284 Fletcher.

Teamsters No. 72. J. Gallagher, R. S., 136 Chapel.

Trades and Labor Council. 32 Middle; F. J. Simonds, R. S., 170 Pleasant.

Typographical No. 310. Spinners Hall; W. H. Brown, S. T., Box 1026; J. J. Maguire, R. S.

Woolen Spinners.

LYNN.

Bakers No. 182. 63 Central Av.; W. Gilchrist, R. S., 18 Burns.

Barbers No. 347. Machinists Hall; A. N. King, B. A., 89 Market; O. Peele, R. S.

Bartenders No. 86. 140 Central Av.; J. J. Griffin, B. A., 84 Allen Av.; T. D. Carey, R. S., 24 Pinkham.

Boot and Shoe Workers No. 205 (Mixed). J. D. Dulles, B. A. and S., 7 Williams Pl.

Brass Molders.

Bricklayers and Plasterers No. 12. 32 Middle; J. McTeague, R. S.

Building Laborers No. 2. 63 Central Av.; P. McDonald, R. S.

Building Trades Council. J. M. Ranger, S., 454 Chestnut.

Carpenters No. 688. Lasters Hall; G. T. Nichols, R. S., 66 Cedar, W. Lynn.

Carpenters No. 1041. 62 Munroe; R. H. Stevens, B. A.; J. W. Porter, R. S., 25 Morton Hill Av.

Central Labor Union. Mary Donovan, S., 117 Adams.

Chandler Workers.

Cigarmakers No. 65. 34 Andrew; F. A. Carlson, S., 106 Market.

Cooks and Waiters No. 339. Munroe and Market; H. Roberts, R. S.

Cutters Assembly 3662. 406 Union; E. Snow, B. A.; S. Smith, R. S.

Cutters No. 99. Lasters Hall; H. P. Chesley, B. A. and S., 34 Andrew; L. C. Fay, R. S., 127 Summer.

Die Workers No. 10526. Lasters Hall; S. F. Sheehan, R. S., 101 Western Av.

Edgemakers No. 101. Lasters Hall; H. P. Chesley, B. A. and S., 34 Andrew.

Electrical Insidemmen No. 285. H. Patten, F. S., 29 Hanover.

Electrical Insidemmen No. 377. L. A. Wentworth, R. S., 34 Leyman.

Fan Motor Workers No. 120.

Federal Labor No. 11448. J. Omerhavoll, S., 29 Fuller, W. Lynn.

Freight Handlers No. 9589.

Goodyear Operators No. 289. H. P. Chesley, B. A. and S., 34 Andrew.

Grain Counter Workers No. 261. A. Langlois, R. S., 236 Boston.

Granite Cutters. Lasters Hall; T. Murphy, S., 71 Munroe.

Grocery and Provision Clerks No. 131. C. H. Randall, R. S., 9 Bulfinch.

Heel Workers No. 262. 63 Central Av.; R. R. Wyman, R. S.

Horsehoers No. 35. A. Burchell, R. S., 55 Andrew.

International Association of Machinists. T. J. Mullen, District B. A. and Organizer, 120 Market.

Iron Molders No. 103 (Lynn and Salem). Machinists Hall; H. F. Briggs, F. S., 34 Albion.

Joint Shoe Council No. 4. H. P. Chesley, B. A., 34 Andrew.

Lasters No. 32. H. P. Chesley, B. A. and S., 34 Andrew.

Lasters Protective Alliance No. 395.

Lasting Machine Operators No. 260. H. P. Chesley, B. A. and S., 34 Andrew.

Last Makers No. 10748.

Lathers No. 99. 84 Munroe; R. H. Stevens, B. A.; T. Nugent, S., 61 Allen Av.

Lynn Labor Council.

Machinists No. 471. Machinists Hall; T. J. Mullen, B. A.; P. E. Hussey, C. S.

Machinists No. 604 (West Lynn). 120 Market; T. J. Mullen, B. A.; T. Phillips, S., 97 Wyman, W. Lynn.

Metal Polishers, Buffers, and Platers No. 123. 120 Market; J. P. Downes, B. A. and S.; 837 Summer.

Metal Trades Council.

Musicians Assembly.

Musicians No. 126. 62 Munroe; C. L. Betton, R. S.

Painters, Decorators, and Paper Hangers No. 111. Munroe and Market; A. Duverger, B. A., St. James House, Summer; A. E. Reynolds, S., 21 Oxford.

Painters No. 337.

Plumbers No. 77. 120 Market; G. M. Browning, R. S., 64 Pine, Swampscott.

Press Punch Operators.

Railroad Trainmen No. 261.

Retail Clerks No. 176. Woodbury Hall; B. A. Goodwin, R. S., 123 Timson.

*Screw Makers No. 33.**Sheet Metal Workers No. 217.* W. H. Raley, R. S., 24 Hillside Av.*Soap Workers No. 11653.* Maria Paris, S., 302 Chatham.*Steam Engineers No. 52.* H. B. Brown, R. S., 77 Chestnut.*Steamfitters and Helpers No. 277.* 120 Market; W. T. Perkins, R. S., 1068 Washington.*Stitchers Assembly 2616 (Women).* 3 Exchange; Nellie Cunningham, R. S.*Stitchers No. 108.* H. P. Chesley, B. A. and S., 34 Andrew.*Stonemasons No. 35.* 63 Central Av.; P. King, R. S., 4 Boylston.*Street Railway Employees No. 238.**Team Drivers No. 42.* 187 Market; E. A. Atkins, R. S., 18 Shepard Pl.*Turned Workmen No. 2 (S. W. P.).* J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; A. H. Greeley, R. S., 48 Munroe.*Typographical No. 120.* Lasters Hall; G. N. Goodridge, R. S., 10 Ford.*Whitewashers.***MALDEN.***Carpenters No. 635.* 56 Pleasant; F. E. Simpson, B. A. and S., 235 Washington.*Central Labor Union.* A. Morrison, S., 267 Charles.*Coal Teamsters No. 314.* Hibernian Hall; J. J. Lucy, 1 Wellington.*Curriers and Tanners No. 19.* J. Hastings, S., 187 Eastern Av.*Federal Labor No. 8217.* P. J. Hardiman, S., 63 Malden.*Federal Labor No. 11168.* M. J. Sliney, S., 11 Hubbard.*Last Makers No. 9771.* W. L. Berry, S., 9 Crescent Pl., Melrose.*Painters, Decorators, and Paper Hangers No. 346.* H. Kincaid, S., 14 Mt. Vernon.*Plumbers No. 145.* G. G. Allison, R. S., 668 Main.**Manchester.***Bricklayers and Masons No. 53.* J. D. Regan, S., Box 321.*Carpenters No. 924.* G. J. Norie, R. S., Box 510.*Painters, Decorators, and Paper Hangers No. 797.* C. D. Temple, S.**Mansfield.***Carpenters No. 1654.* H. F. Dearborn, R. S., E. Mansfield.**Marblehead.***Boot and Shoe Workers No. 306 (Mixed).* Lasters Hall; W. A. Rodgers, F. and C. S., 8 Linden.*Carpenters No. 962.* R. Phillips, R. S., 40 Prospect.*Turned Workmen No. 2 (S. W. P.).* J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; C. Snow, R. S., Bank Sq.**MARLBOROUGH.***American Federation of Labor.* P. J. Byrne, Organizer for Marlborough and Vicinity.*Barenders No. 92.**Boot and Shoe Workers No. 59 (Mixed).* 18 Burkes Block; B. P. Dorsey, F. and C. S.*Bricklayers and Masons No. 43.* 7 Burkes Block; W. F. Hayes, S., 110 Liberty.*Building Laborers.**Building Trades Council.* F. Berthlaume, S., 231 Elm.*Carpenters No. 988.* Lawrence Block; G. M. Charlton, R. S., 48 Newton.*Central Trades and Labor Council.* G. E. Hleka, S., 6 Brown.*Cigarmakers No. 21.* Burkes Block; M. Sweeney, B. A., 165 E. Main; Mary E. Kerr, S., 165 E. Main.*Die Workers No. 10625.* O. Beaudry, S., 9 Cottage Av.*Hod Carriers.* Burkes Block; P. A. McDermott, S., Mt. Pleasant.*Horsehoers No. 161.* Burkes Block, J. H. King, R. S., Ninth and Front.*Musicians No. 246.* Burkes Block; H. E. Brigham, B. A., 28 Coting Av.; O. Kimball, S., Westborough, Mass.*Painters, Decorators, and Paper Hangers No. 661.* 11 Burkes Block; J. G. McDonough, S., 174 W. Main.*Plumbers No. 131.* G. W. Wallace, R. S., 406 Lincoln.*Retail Clerks No. 797.* Burkes Block; P. J. Galvin, R. S., 56A Bolton.*Teamsters No. 471.* J. Kealy, S., Dow Pl.*Typographical No. 281 (Marlborough and Hudson).* O. N. Marcy, S., 19 Park, Hudson.**Maynard.***Musicians No. 350.* Whitney Hall; H. Kajander, B. A.; A. Haapanen, S.**MEDFORD.***Carpenters No. 777.* Riverside Block; A. B. Parker, R. S., 52 Morton Av.*Painters, Decorators, and Paper Hangers No. 605.* N. F. Corten, B. A., 106 Market; E. Leahy, S., 68 Ship Av.*Plumbers No. 286.* C. Black, R. S., 230 Cedar, Somerville.**MELROSE.***Carpenters No. 760.* Philbricks Block, Melrose Hlds.; P. Coy, R. S., Main, Melrose Hlds.**Middleborough.***Boot and Shoe Workers No. 20.* G. A. R. Hall; A. C. Howes, F. and C. S.*Iron Molders No. 425.* Red Men's Hall; H. L. Cushman, R. S., Rock.*Woodworkers No. 248.* A. L. Sparrow, R. S., 59 Everett.**Milford.***Barbers No. 144.* Painters Hall, Washington Block; J. Sullivan, B. A., Gillons Block; T. J. Feeley, R. S.*Barenders No. 96.* Div. 7, A. O. H. Hall; W. H. Curtin, R. S.*Bricklayers and Masons No. 38.* Div. 7, A. O. H. Hall; D. J. McNeill, S., 45 East.*Carpenters No. 867.* Carpenters Hall, Scotts Block; J. Holmes, R. S., Front St. ext.*Central Labor Union.* C. L. U. Hall; W. F. Clancy, R. S., 7 E. Main.*Cigarmakers No. 160.* Carpenters Hall, Scotts Block; G. Littlewood, S., Box 162.*Derrick Men No. 9499.* C. L. U. Hall; J. Fusy, S., 167 E. Main.*Granite Cutters.* Div. 7, A. O. H. Hall; J. L. King, S., 33 Pleasant.*Iron Molders No. 254.* C. L. U. Hall; F. Hill, S., S. Milford.*Iron Molders No. 459.* C. L. U. Hall; J. Ruzza-menti, F. S., 24 Dominic.*Machinists No. 48 (Hopedale).* Carpenters Hall, Scotts Block; H. P. Connolly, S., 9 Prospect Heights.

Painters, Decorators, and Paper Hangers No. 216. Washington Block; C. S. Albee, S., 149 S. Main.
Plumbers No. 231. W. K. Coombs, S., 5 Chapin.
Quarrymen No. 8312. C. L. U. Hall; J. J. Connors, R. S., 122 E. Main.
Steam Engineers No. 73. W. F. McAvoy, S., 68 Main
Teamsters No. 168. Scotts Block; F. L. Barrows, R. S., 74 Central.

Monson.

Granite Cutters: Monson Branch. D. Broadfoot, S., Box 442.

Montague.

Metal Polishers No. 174 (Turner's Falls). A. O. H. Hall; J. J. Shanahan, R. S., Box 179.
Stationary Firemen No. 83. Hamlins Hall; D. A. Shanahan, S., Box 438, Turner's Falls.

Natick.

Boot and Shoe Workers No. 244 (Mixed). W. H. Healey, F. and C. S., 38 Morse.
Carpenters No. 847. A. Leavitt, R. S., 61 W. Central.
Central Labor Union (Natick and South Framingham) W. H. Healey, R. S.
Painters, Decorators, and Paper Hangers No. 742. Eaton Hall; P. F. Hallinan, S.
Plumbers No. 448. Boot and Shoe Workers Hall; O. I. Stevens, Box 381, S. Framingham.
Retail Clerks No. 906. F. Rogers, R. S.
Teamsters No. 326. F. A. Scott, R. S., Harrison.

Needham.

Carpenters No. 693. F. N. Smith, R. S.

NEW BEDFORD.

Atlantic Coast Seamen. 7 S. Water; J. L. Martin, S., 29 N. Water.
Bakers No. 96. Theatre Bldg.; H. D. Cleveland, R. S., 262 Cottage.
Barbers No. 447. A. J. Cadieux, F. S., 352 Acushnet Av.
Boot and Shoe Workers No. 238 (Mixed). G. H. McCulloch, F. and C. S., 72 Mt. Pleasant.
Brewery Workmen No. 197. Saengerlund Hall, 1238 Acushnet Av.; S. A. McKinley, S., 125 Holly.
Bricklayers and Plasterers No. 39. Weavers Hall, 112 William; C. S. Pierce, R. S., 9 Bedford.
Cards. 62 Purchase; T. Kelleher, R. S., 56 Babbitt.
Carpenters No. 1021. Sharpshooters Hall; J. Maher, F. S., 181 Belleville Av.
Carpenters No. 1287. St. Lawrence Hall; G. A. Luce, R. S., 29 Willis.
Central Labor Union. 112 William; M. Hart, B. A.; J. F. Monaghan, R. S.
Federal Labor No. 9924. C. Foster, S., 130 S. Second.
Granite Cutters. 112 William; G. A. Markey, F. S., Fairhaven, Mass.
Holisting and Portable Engineers No. 135. H. M. Mason, S., 2196 Acushnet Av.
Iron Molders No. 363. St. Lawrence Hall; H. E. Bryant, B. A., 91 Mawney, Providence, R. I.; W. Sloane, F. S., 12 McMurray Ter.
Lathers No. 27. M. McDermott, F. and C. S., 45 Smith.
Loomfixers No. 2. 62 Purchase; J. P. Scully, R. S., Box 359.
Mule Spinners. Sherman Bldg., 62 Purchase; S. Ross, B. A. and S., 17 Willow.
Musicians Protective No. 214. Theatre Bldg.; C. P. Sawyer, R. S.
Painters, Decorators, and Paper Hangers No. 691. St. Lawrence Hall; J. G. Meade, S., 88 Rockland.

Plumbers No. 53. Greene Bldg.; J. F. Collins, R. S., 8 Tilton.
Sheet Metal Workers No. 289. 112 William; A. Macaulay, R. S., 57 Allen.
Shoe Stitchers and Cutters No. 243. Sons of Veterans Hall; F. W. Silver, F. and C. S., 3 Jenny Lind; L. H. Steadman, R. S., 327 County.
Stone Cutters. 235 Union; G. A. Markey, S., 17 Myrtle.
Stonemasons No. 60. 112 William; N. Gregorie, S., 56 Clark.
Team Drivers No. 388. 112 William; A. Braley, R. S., 24 Pearl.
Typographical No. 276. Theatre Bldg.; A. H. Adams, S., 96 Park.
Weavers. 112 William; M. J. Hart, R. S.

NEWBURYPORT.

Bartenders No. 91. C. L. U. Hall; P. P. Sullivan, F. S., 6 Boardman.
Bricklayers, Masons, and Plasterers No. 41. C. L. U. Hall; T. H. McCarthy, B. A., 28 Warren; J. Casey, R. S., Ocean.
Carpenters No. 989. C. L. U. Hall; F. S. Heath, R. S., 14 Dalton.
Central Labor Union. C. L. U. Hall; J. H. McClure, S., 29½ Oakland.
Painters, Decorators, and Paper Hangers No. 799. C. L. U. Hall; D. C. Dickie, S., 1 Fourth.
Silver Workers No. 10339. C. L. U. Hall; R. Little, R. S., 28½ Washington.
Typographical No. 433. C. L. U. Hall; D. Foster, S., 22 Essex.

NEWTON.

Bricklayers and Masons No. 32. T. J. Galvin, S., 1237 Walnut, Newton Hlds.
Building Laborers. T. Howley, S., Chapel.
Carpenters No. 275. Halls Block, Waltham; C. S. Hanson, R. S., 72 Charlesbank Rd.
Carpenters No. 680 (Newton Centre). Halls Block, Waltham; T. Hurley, S., 32 Boylston, Newton Centre.
Carpenters No. 708 (West Newton). Halls Block, Waltham; A. W. Strum, R. S., 35 Robinhood Rd., Auburndale.
Carpenters No. 1600 (Mill). Halls Block, Waltham; T. M. Files, R. S., 67 Belmont, Cambridge.
Painters, Decorators, and Paper Hangers No. 362. R. J. Clancy, 10 Elm Ct.
Plumbers No. 201. H. McGourty, S., 53 Cherry Pl., W. Newton.

NORTH ADAMS.

Bakers No. 203. C. L. U. Hall; W. Gergon, C. S.
Barbers No. 126. C. L. U. Hall; P. H. Nagle, F. S., 44 Eagle.
Bartenders No. 125. C. L. U. Hall; T. F. Whalen, R. S., Berkshire Hotel.
Bootblacks No. 11334. C. L. U. Hall; A. Fressola, S., c/o J. J. Clark, Main.
Bricklayers and Masons No. 18. B. T. C. Hall; F. H. Benton, S., 108 E. Quincy.
Building Laborers No. 24. B. T. C. Hall; G. Buxton, R. S.
Building Trades Council. B. T. C. Hall; R. R. Costine, R. S.
Carpenters No. 193. B. T. C. Hall; S. H. Crum, R. S., 261 Ashland.
Central Labor Union. C. L. U. Hall; W. J. Smith, R. S., 57 South.
Cigarmakers No. 206. C. L. U. Hall; H. P. Huffnagle, S., 49 Eagle.

Cutters No. 163. C. L. U. Hall; C. J. Hager, F. and C. S., 55 Hall.

Electrical Insidemen No. 293. Sullivan Block; A. A. Isbell, R. S., 80 Porter.

Finishers No. 212. A. O. H. Hall; T. M. Northrup, S., 103 Pleasant.

Horseshoers No. 91. C. L. U. Hall; W. Ford, S. T., Oavanaugh Block.

Iron Molders No. 300. Columbia Opera House Block; L. Ladam, F. S., 278 Houghton.

Joint Shoe Council. Dowlin Block; C. J. Hager, S. T., 55 Hall.

Lathers No. 133. B. T. C. Hall; C. L. Ransom, R. S., 310 E. Main.

Laundry Workers No. 148. F. of A. Hall, Center; W. Favreault, R. S., 314 State Rd.

Loomfzers No. 296. C. L. U. Hall.

Machine Operators No. 201. Dowlin Block; R. N. Farrar, F. and C. S.

Machinists: Tunnel City Lodge No. 107. Red Men's Hall; F. M. Drake, C. S., 79 Brooklyn.

Musicians No. 96. C. L. U. Hall; E. M. Nichols, R. S., 6 Wesleyan.

Painters, Decorators, and Paper Hangers No. 2. B. T. C. Hall; O. N. Ross, R. S., 11 Walker.

Plumbers No. 159. B. T. C. Hall; G. Bowe, S., 32 Spring.

Railroad Telegraphers No. 139. Odd Fellows Hall, G. A. Johnson, S. T., Eagle Bridge, N. Y.

Retail Clerks No. 310. St. Jean Hall; C. Quackenbush, R. S., 4 Luther.

Sheet Metal Workers No. 133. B. T. C. Hall; E. N. Burgess, R. S., 49 Willow Dell.

Stationary Firemen No. 97. C. L. U. Hall; G. C. Lincoln, R. S., 107 Liberty.

Stitchers No. 286. A. O. H. Hall; C. S. Goring, F. and C. S., 103 Eagle.

Stock Fitters No. 297. A. O. H. Hall; J. H. Flaherty, F. and C. S., 6 High.

Tailors No. 363. C. L. U. Hall; F. R. Evans, R. S., State.

Teamsters No. 118. W. R. Kezer, R. S., 437 Main.

Typographical No. 316. C. L. U. Hall; H. J. St. Onge, R. S., Box 384.

Weavers No. 124. A. O. H. Hall; E. J. Dalton, R. S., 202 Beaver.

NORTHAMPTON.

American Federation of Labor. E. H. McLean and W. A. Dwyer, Organizers for Northampton and Vicinity.

Barbers No. 34. Duvernay Hall; H. Despault, F. S., 265 Main.

Bartenders No. 113. C. L. U. Hall; J. F. Powers, R. S., 20 Orchard.

Bricklayers and Masons No. 4. St. Mary's Hall, C. B. Macomber, S., 26 N. Elm.

Building Laborers No. 23. C. L. U. Hall; P. Nagle, S.

Carpenters No. 361. Duvernay Hall; J. T. O'Connor, B. A., 82 King; J. F. Martin, R. S., 38 N. Elm.

Central Labor Union. C. L. U. Hall; T. F. McDonald, R. S., 30 Holyoke.

Cigarmakers No. 396. 297 Main; P. Benjamin, S., L. B. 238.

Dyers, Helpers, and Finishers No. 353. C. L. U. Hall; C. Sias, S., Fort.

Grinders No. 6. Finn Hall, Bay State, Mass.; J. Parisson, B. A. and R. S.

Horseshoers No. 144. 24 Market; O. L. Dragon, S., 28 Myrtle.

Iron Molders No. 295. Temperance Hall; T. F. Murphy, S., Box 279, Florence.

Knife Forgers No. 165. Vogels Hall; F. Martin, Bay State, Mass.

Machinists No. 448. C. L. U. Hall; E. H. McLean, S., 60 Washington Av.

Meat Cutters No. 286. C. L. U. Hall; F. Sawiehe, R. S., 115 Market.

Metal Polishers No. 139. C. L. U. Hall; J. J. Barnes, S.

Metal Polishers No. 155. Vogels Hall; J. J. Svoboda, S., 139 Federal.

Musicians No. 220. 21 Pleasant; M. J. Slater, B. A., F. J. Lizotte, R. S., 217 Main.

Painters, Decorators, and Paper Hangers No. 256. K. of P. Hall; J. J. McGrath, S., 200 King.

Plumbers and Steamfitters No. 64. Foresters Hal. R. E. Davis, B. A.; F. L. Woodruff, S., 68 Union.

Pulp Makers No. 9180. C. L. U. Hall; J. W. Allen, R. S., 269 Main.

Railroad Freight and Baggage-men No. 52. Foresters Hall; J. Moriarty, S. T., 164 King.

Railroad Trainmen: Meadow City Lodge No. 442. Duvernay Hall; J. L. Shaw, S., 21 Church.

Retail Clerks No. 453. C. L. U. Hall; A. P. Henne, R. S., 72 North.

Stationary Firemen. C. L. U. Hall; M. J. Finn, R. S., 22 Gothic.

Stonemasons No. 47. C. L. U. Hall; J. Clark, S., 2 Orchard.

Tailors No. 168. Grogan's Shop; A. Anderson, S., 139 Main.

Textile Workers No. 188. Duvernay Hall; J. J. Dunn, S., 28 Holyoke.

North Attleborough.

New England Die and Hub Cutters.

North Brookfield.

Boot and Shoe Workers No. 130 (Mixed). M. Cronin, F. and C. S., Box 292.

Norwood.

Boiler Makers No. 231. Conger Hall; P. Daley, R. S., 51 Broadway.

Car and Locomotive Painters No. 338. E. Francoem, S., 75 Cushing, Cambridge.

Carpenters No. 866. J. W. Falkins, S., Nahantam.

Iron Molders No. 323 (Foxborough and Norwood). Union Block, Foxborough, and Conger Block, Norwood; H. E. Bryant, B. A., Box 917, Providence, R. I.; A. E. Smith, F. S., 413 Washington, Norwood.

Leather Workers No. 29. D. H. Duncan, S., 20 Maple.

Machinists No. 391. J. Gillooley, C. S., 81 Pleasant.

Printing Pressmen No. 35. Conger Hall; F. J. Duncan, S., 5 Schobol.

Typographical No. 238. A. O. U. W. Hall; R. S. Warde, S., 115 Vernon.

Orange.

Iron Molders No. 390. A. O. U. W. Hall; T. J. Gallagher, F. S., 94 West River.

Metal Polishers No. 84. A. O. U. W. Hall; M. H. Hartney, R. S., 98 Mechanic.

PITTSFIELD.

Bakers No. 234. C. L. U. Hall; W. P. Menges, S., 288 Francis Av.

Barbers No. 127. C. L. U. Hall; F. J. Doran, F. S., 243 North.

Bartenders No. 114. Englands Block; F. F. Conroy, S., 275 Dewey Av.

Beer Bottlers and Drivers No. 324. C. L. U. Hall; J. M. Marshall, S., 28 Kent Av.

Boot and Shoe Workers No. 390 (Mixed). Cora Holder, F. and C. S., 178 Summer.

Brewery Workmen No. 141. Melville Block; F. Lubold, S., 110 Onota.

Bricklayers, Masons, and Plasterers No. 20. Englands Block; F. D. Burke, S., 242 Dewey Av.

Building Laborers No. 21. C. L. U. Hall; P. Sullivan, R. S.

Building Trades Council. C. L. U. Hall; F. A. Wise, R. S., 114 Brown.

Carpenters No. 444. Caledonian Hall; J. B. Mickle, S., 14 Crescent.

Central Labor Union. C. L. U. Hall; O. Henckler, R. S., Box 1330.

Coal Teamsters and Carriers No. 156. C. L. U. Hall; F. S. Dwyer, S., 288 Bradford.

Electrical Insidemen No. 264. Englands Block; J. K. Beardsley, R. S., 44 Hamlin.

Electrical Workers No. 167 (Mixed). Englands Block; I. G. Cronin, R. S., 81 Maplewood Av.

Garment Workers No. 165. Englands Block; W. McIntyre, R. S., 16 Seymour.

Hack Drivers and Hostlers No. 458. C. L. U. Hall; J. Callahan, S., 6 Pleasant.

Horseshoers No. 163. Melville Block; J. Williams, R. S., Box 1250.

Lathers No. 176. C. L. U. Hall; W. L. Crosier, S., 5 Greylock Av.

Machinists: Berkshire Lodge No. 435. Englands Block; C. A. Tebean, R. S., 20 Silver.

Meat Cutters No. 221. C. L. U. Hall; A. Hoppert, S., 247 Bradford.

Musicians No. 109. Ryan Block; R. C. Beaudoin, S., 92 Third.

Painters, Decorators, and Paper Hangers No. 94. Merrill Block; F. A. Wise, R. S., 114 Brown.

Pattern Makers. Englands Block; E. F. Cunningham, R. S., 216 Tyler.

Plumbers and Steamfitters No. 297. Read Block; O. H. Chamberlin, R. S., 141 High.

Railroad Trainmen: W. H. Stevenson Lodge No. 336. Elks Hall, North; W. L. Larkins, S., 7 Greenway Av.

Retail Clerks No. 325. C. L. U. Hall; M. G. Wolfe, C. S., 213 Francis Av.

Tailors No. 295. C. L. U. Hall; O. Henckler, S., 108 Elizabeth.

Teamsters No. 368. C. L. U. Hall; W. H. Phillips, S., 26 S. Church.

Typographical No. 109. 311 North; F. E. Jones, S., 304 Fenn.

Weavers No. 376. P. T. Costello, S., 13 Peaks Hill.

Plymouth.

Bricklayers and Masons No. 46. W. E. Wall, S., 11 Hall Pl.

Iron Molders No. 407. A. O. H. Hall; T. Stuart, F. S., N. Plymouth.

QUINCY.

Barbers No. 390. O. A. Minot, S., 335 Newport Av.

Boilermakers and Iron Ship Builders No. 214.

Carpenters No. 762. Hancock Chambers; N. A. Johnson, R. S., 32 Garfield.

Central Labor Union. G. H. Smith, R. S., 36 Copeland.

Coal Teamsters and Handlers No. 333. M. Dorlay, S., 2 Summer.

Electrical Workers.

Granite Cutters. Clan McGregor Hall; J. Watson, R. S., 65 Quincy.

Granite Cutters: West Quincy Branch. Farnums Hall, W. Quincy; M. Treacy, S., 27 Robertson.

Iron Ship Drillers and Tappers No. 10917. J. D. Evans, S., 76 Franklin.

Lathers No. 96. 8 Fort; A. A. McDonald, S., 28 Quincy.

Machinists No. 108. Frenchs Hall; A. Polson, O. S., Calumet, Atlantic.

Masons' Tenders No. 26. J. Dunnack, S., 28 Union.

Painters, Decorators, and Paper Hangers No. 633. A. M. Mischler, S., 207 Whitwell.

Plumbers No. 275. Socialist Hall; T. J. Connor, R. S., 3 Franklin Pl.

Quarry Workers No. 9551. J. Leary, S., 12 Koire.

Retail Clerks No. 224. A. J. Rodgers, S., 30 Cross.

Sheet Metal Workers No. 376. W. J. Walter, R. S.

Ship Carpenters. N. Wright, S., 138 Walnut.

Stationary Firemen. Carpenters Hall.

Steam Engineers No. 79. Doble Hall; G. H. Smith, S., 36 Copeland.

Street Railway Employees No. 253. Wilson Hall; J. J. McCluskey, S., 18 Blake, Wollaston.

Teamsters No. 305. J. A. Barry, S., 58 Crescent, W. Quincy.

Tool Sharpeners No. 1. Clan McGregor Hall; F. W. Jones, S., 29 Granite.

Randolph.

Boot and Shoe Workers No. 122 (Mixed). A. O. U. W. Hall; M. A. Burrell, F. and C. S., Box 236.

Leather Workers on Horse Goods No. 119. C. L. U. Hall, Local Organizer and R. S., West.

Revere.

Brick, Tile, and Terra Cotta Workers No. 100. A. McEachen, S., 10 True.

Carpenters No. 346. Hibernian Hall; L. W. Brown, B. A., 53 Payson; G. Layton, R. S., 33 Eustis.

Rockland.

Barbers No. 408. Foresters Hall; J. A. Glover, R. S., Box 514, Whitman.

Boot and Shoe Workers No. 48. Foresters Hall; J. F. Kane, B. A., L. B. 104; G. H. Wilder, S.

Carpenters No. 1531. Foresters Hall; S. Ward, R. S.

Central Labor Union. Foresters Hall; A. Lelyveld, S., Box 338.

Retail Clerks No. 711. Foresters Hall; A. Lelyveld, S., Box 338.

Teamsters No. 243. Foresters Hall; J. Burke, B. A., Brockton, Mass.; W. Cannaway, R. S.

SALEM.

Bakers No. 277. A. Pierce, C. S., 10 Buffin.

Barbers No. 385. 147 Essex; S. N. Lapham, S., 222 Bridge.

Boot and Shoe Workers No. 174 (Mixed). G. E. Wadleigh, F. and C. S., 75 Webb.

Bricklayers No. 25. 175 Essex; W. Pawley, S., 27 Pickman.

Carpenters No. 888. E. A. Southard, R. S., 31 Hazel.

Carpenters No. 1210. J. Gagnon, R. S., 26 E. Gardiner.

Central Labor Union. E. E. Evitts, R. S., 20 Northey.

Cutters Assembly 2635. Phoenix Hall; M. A. Kiernan, R. S., 108 Boston.

Electrical Workers No. 259 (Mixed). Odd Fellows Hall; C. R. Hale, R. S., 403 Summer, Lynn.

Freight Clerks and Handlers No. 1622. G. M. Sinclair, R. S., 11 Barr.

Horseshoers No. 156.

Loomfixers No. 30. 31½ Harbor; N. McGuire, S., 61 Harbor.

Machinists: North Shore Lodge No. 468. Franklin Bldg.; E. M. Heath, S., 26 Orchard.

Painters, Decorators, and Paper Hangers No. 247. W. H. Parker, S., 350 Bridge.
Plumbers No. 138. Engineers Hall; A. F. Teagus, R. S., 6 Walnut Av., Beverly.
Railroad Freight and Baggage-men No. 89. Pythian Hall; W. E. Symonds, S. T., 16 Prescott.
Shoe Cutters No. 318. G. E. Wadleigh, F. and C. S., 75 Webb.
Steam Engineers No. 93. 113 Essex; C. J. Collins, S., 18 Webb.
Stonemasons No. 48. E. Cody, S., 7 Woodside.
Teamsters No. 234. T. Hennessy, R. S., 97 Lafayette.

Saugus.

Carpenters No. 1197. C. A. Borden, R. S., E. Saugus.

Scituate.

Carpenters No. 1167. W. G. McDonald, R. S., Box 61, N. Scituate.

SOMERVILLE.

Carpenters No. 639. Unity Hall, Davis Sq.; C. W. Erb, R. S., 32 Quincy.
Locomotive Firemen. Columbia Bldg., Broadway; F. McGregor, B. A., 26 Cordis, Charlestown; G. O. Gardner, S., 12 Morton.
Painters, Decorators, and Paper Hangers No. 937. G. L. Robinson, R. S., 371 Medford.
Tube Workers No. 6. Bacon Hall, Union Square; J. J. Murphy, S., 10 Sherman.

Southbridge.

Carpenters No. 861. L. N. Langwin, R. S., 14 Hook.
Metal Polishers, Buffers, and Platers No. 292. F. Lavellie, R. S.
Painters, Decorators, and Paper Hangers No. 410. R. Egan, S., 87 Elm.

Spencer.

Boot and Shoe Workers No. 161 (Mixed). J. Cayer, F. and C. S.
Federal Labor No. 9886. H. L. Hayford, S., Box 114.
Painters, Decorators, and Paper Hangers No. 419. J. C. Hiney, S., Box 303.

SPRINGFIELD.

Allied Metal Mechanics No. 80. McKinney Hall; J. F. Humbertson, R. S., Walnut.
Allied Printing Trades Council. C. L. U. Hall; J. T. Buntin, S., 177 Pendleton Av.
Bakers No. 142. C. L. U. Hall; F. A. Nelson, C. S., 590 Main.
Barbers No. 30. C. L. U. Hall; W. Caron, R. S., 3 E. Court.
Bartenders No. 67. C. L. U. Hall; Daniel Cavanaugh, R. S., 10 Lombard.
Base Ball Makers No. 10929. C. L. U. Hall; J. Kervick, S., 128 Main.
Beer Bottlers and Drivers No. 143. C. L. U. Hall; P. H. Rappold, S., 25 Wight Av.
Bill Posters and Billers No. 16. C. L. U. Hall; R. H. Clark, B. A. and S., Hotel Raymond.
Blacksmiths No. 242. C. L. U. Hall; E. C. Duffy, R. S., 38 Gray's Av.
Boiler Makers No. 218. Winklers Hall; F. N. Davidson, R. S., 49 Russell, Merrick.
Bookbinders No. 74. C. L. U. Hall; H. J. Rosenberg, S., 356 Belmont Av.
Brass Workers No. 176. A. Stevenson, F. S., 72 Hyde Av.
Brewery Workmen No. 99. C. L. U. Hall; P. H. Rappold, S., 25 Wight Av.

Bricklayers and Masons No. 218. C. L. U. Hall; D. J. Haggerty, R. S., 122 Franklin.
Bridge and Structural Iron Workers No. 48. C. L. U. Hall; T. Dowd, S., 84 Butler.
Capmakers No. 39. H. Lauria, S., 66 Farry.
Carpenters District Council. C. L. U. Hall; 304 Main; W. J. LaFrancis, B. A., 179 William; W. W. R. Miner, S., 31 Middlesex.
Carpenters No. 96 (French). C. L. U. Hall; W. J. LaFrancis, B. A., 179 William; N. E. Maurice, R. S., 27 Hubbard Av.
Carpenters No. 177. C. L. U. Hall; W. Foster, R. S., 15 Quincy.
Carpenters No. 1106 (MU). C. L. U. Hall; W. J. LaFrancis, B. A., 179 William; A. M. Aiken, R. S., 12 Olive.
Central Labor Union. C. L. U. Hall; G. E. Vincens, R. S., Box 406.
Cigarmakers No. 49. C. L. U. Hall; H. Healy, S., 75 Charles.
Clothing Clerks No. 266. C. L. U. Hall; A. F. Allen, R. S., 15 Gardner.
Cooks and Waiters No. 733. C. L. U. Hall; G. Schelb, R. S., Hotel Russell.
Cooks No. 98. G. H. Graves, S., Hotel Gilmore.
Drop Forgers and Hammermen No. 59. C. L. U. Hall; G. Smith, S., 150 State.
Drug Clerks No. 352. C. L. U. Hall; W. W. Bradbury, R. S., 17 Jefferson Av.
Electrical Workers No. 7 (Mixed). 219 Court Square Theatre Bldg.; E. S. Thurston, S., 21 Elm.
Grain Handlers No. 7445. C. L. U. Hall; M. J. McHugh, S., 144 Tyler.
Grocery and Provision Clerks No. 297. C. L. U. Hall; B. J. O'Connor, R. S., Greenwood.
Horseshoers No. 16. C. L. U. Hall; D. J. Nolan, R. S., 109 Congress.
Iron Molders No. 167. C. L. U. Hall; J. J. Bannon, F. S., 137 Lowell.
Lathers No. 25. C. L. U. Hall; J. McNeill, B. A. and S., 60 Howard.
Laundry Workers No. 117. C. L. U. Hall; T. O. Brochu, S., 60 Dwight.
Lithographic Apprentices and Press Feeders. C. Lyons, R. S.
Locomotive Engineers No. 63. B. and A. R. R. Bldg.; J. W. Mead, F. S., 416 Main, W. Springfield.
Locomotive Firemen: Hampden Lodge No. 307. I. O. O. F. Hall; G. A. Smith, S., 10 Hubbard Av., Northampton.
Machinists: Bay State Lodge No. 389. C. L. U. Hall; R. G. Moody, C. S., 195 Walnut.
Meat Cutters and Butchers No. 199. C. L. U. Hall; J. B. Shea, S., 24 Terrence.
Metal Polishers, Buffers, and Platers No. 30. C. L. U. Hall; M. J. Clancy, R. S., 590 Main.
Musicians No. 171. F. A. Sanger, R. S., 25 E. Court.
Painters, Decorators, and Paper Hangers No. 257. C. L. U. Hall; W. H. Grady, B. A., 47 Essex; M. M. Cunningham, R. S., 304 Main.
Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 89. C. L. U. Hall; C. J. O'Brien, R. S., 68 Tremont, Chicopee.
Printing Pressmen No. 85. 257 Main; E. J. Casey, S., Box 1263.
Railroad Telegraphers No. 38. 33 Lyman; L. H. Pennoyer, S. T., 39 Vassar.
Railroad Trainmen: City of Homes Lodge No. 622. 535½ Main; W. C. Carter, S., 68 Sargent.
Railway Conductors No. 198. 535½ Main; E. A. Sawin, S., 279 Fulton.
Sheet Metal Workers No. 27. C. L. U. Hall; A. A. Mathews, R. S., 20 Harrison Av.

Slaters. C. L. U. Hall; G. McCleary, R. S., 196 King.
Soda Water Workers No. 11209. C. L. U. Hall; W. Newcomb, R. S.
Stationary Firemen No. 22. C. L. U. Hall; F. N. Provost, R. S., 542 Main.
Steam Engineers No. 98. C. L. U. Hall; E. A. Fitch, C. S., 1 McKinley Av., Chicopee.
Steamfitters No. 21. C. L. U. Hall; R. E. Spencer, S., Box 1156.
Stereotypers and Electrotypers No. 44. C. L. U. Hall; E. J. Cook, S., 53 Palmer Av.
Tailors No. 26. C. L. U. Hall; P. B. McCabe, S., Box 1549.
Typographical No. 216. C. L. U. Hall; A. W. Harrington, S., Box 1187.
Vegetable Ivory Button Makers No. 7546. C. L. U. Hall; W. J. Casseles, S., 32 Allen.
Waste Handlers No. 3964. M. O'Brien, S., 49 William.

Stoneham.

Carpenters. Whittiers Hall; W. Graham, R. S., Spring.
Heel Makers No. 259. Whittiers Hall; P. Delano, R. S.

Stoughton.

Boot and Shoe Workers No. 269 (Mixed). Foresters Hall; G. F. Clark, F. and C. S., Box 1066.
Carpenters No. 1063. Masonic Bldg.; F. O. Fowler, R. S., Box 1063.
Garment Makers.
Painters, Decorators, and Paper Hangers No. 643. W. W. Whitten, S., School.
Rubber Workers No. 16. T. A. Smith, R. S., Box 643.

Sturbridge.

Metal Polishers, Buffers, and Platers.

Swampscott.

Retail Clerks No. 247. Improvement Club Hall; C. E. Morrill, S.

TAUNTON.

Bakers No. 54. C. L. U. Hall; A. J. Gould, B. A. and C. S., 17 N. Pleasant.
Barbers No. 345. C. L. U. Hall; J. A. Quinlan, F. S., Randall.
Bartenders No. 84. Jones Block; W. Rafter, S., 83 Tremont.
Bricklayers and Masons No. 13. C. L. U. Hall; H. D. Bourne, S., 30 Greylock Av.
Building Laborers. C. L. U. Hall; J. Laughlin, S., 117 Washington.
Building Trades Council. T. Mensies, S., 21 Mason.
Carpenters No. 1035. Hibernian Hall; S. L. Berry, S., 224 Broadway.
Central Labor Union. C. L. U. Hall; T. Houston, B. A., 12 Prospect; J. Moulds, R. S., 151 Broadway.
Cigarmakers No. 326. C. L. U. Hall; D. J. Kervick, S., 34 Weir.
Federal Labor Union. C. L. U. Hall; T. Baenahan, S.
Granite Cutters. C. L. U. Hall; J. Reid, R. S., 292 Washington.
Horsehoers No. 129. C. L. U. Hall; W. Trizzell, S.
Ice Wagon Drivers and Helpers No. 684. L. Jackson, R. S., 25 Court.
Iron Molders No. 39. Good Samaritan Hall, Main and Weir; C. T. Nevius, C. S., 21 General Cobb.
Laborers Protective No. 11223. C. L. U. Hall; T. Broanan, S., 10 E. Broadway.
Laundry Workers. C. L. U. Hall; M. J. Fitzsimmons, Pres., 10 Reed.

Machinists No. 489. C. L. U. Hall; J. McFarlane, S., 8 Pine.
Meat Outters No. 366. W. A. McKenzie, S., 60 Oak.
Metal Polishers, Buffers, and Platers No. 164. C. L. U. Hall; C. D. Day, S., 22 Conch.
Mule Spinners. C. L. U. Hall; S. Smith, S., 19 Orchard.
Musicians No. 231. C. L. U. Hall; J. Moulds, R. S., 151 Broadway.
Painters, Decorators, and Paper Hangers No. 574. St. George's Hall; T. F. Fitzgerald, S., rear 44 E. Water.
Pearl Workers No. 11224. R. Baedeker, S., Box 55.
Plumbers and Steamfitters No. 301. C. L. U. Hall; R. McAdams, R. S., 35 E. Walnut.
Railroad Trainmen: Old Colony Lodge No. 70. Elks Hall; C. L. Freeman, S., 7 Myrtle.
Retail Clerks No. 516. Manchester Unity Hall; G. O. Monroe, C. S., 10 Benefit.
Shoe Repairers No. 296. C. L. U. Hall; M. F. Fitzgibbons, S., 28 High.
Stationary Firemen No. 102. C. L. U. Hall; H. Smith, S., 12 Bryant.
Stone Mounters No. 40. C. L. U. Hall; T. McGovern, R. S., 181 Somerset Av.
Street Railway Employees No. 243. C. L. U. Hall; F. J. Smith, S., 10 Orchard.
Team Drivers No. 344. C. L. U. Hall; C. A. Lynds, S., 50 Oak.
Typographical No. 319. C. L. U. Hall; J. R. Beck, S., 19 Union.

Townsend.

Coopers No. 96. Engine Hall; B. L. Beckonett, R. S.
Granite Cutters. C. A. Lunderberg, S., Box 48, W. Townsend.

Wakefield.

Carpenters No. 862. Dudley Hall; W. E. Packard, R. S., 140 Pleasant.
Iron Molders No. 70. A. O. H. Hall; W. T. Maxwell, F. S., Fairmount Av.
Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; A. H. Lamie, R. S., G. A. R. Bldg.
Street Railway Employees No. 249.
Woodworkers No. 120. W. Brown, R. S., 48 Nahant.

Walpole.

Carpenters No. 1479. N. Boulter, F. S., E. Walpole.

WALTHAM.

Bakers No. 202. Foresters Hall; A. Gunther, R. S.
Boiler Makers No. 385. Foresters Hall; F. Delaney, R. S., 8 Emerald, Watertown.
Bricklayers and Masons No. 15. J. Copson, Jr., R. S.
Building Laborers No. 8. 645 Main; T. F. McKeown, S., 110 Bacon.
Carpenters No. 540. Halls Block; S. Starratt, R. S., 98 Alder.
Carpenters No. 1227. Halls Block; T. Y. King, R. S., 7 Walnut.
Central Labor Union. A. O. H. Hall; J. O'Brien, R. S., 100 Prospect.
Coal Teamsters and Helpers No. 328. P. Kean, R. S., 126 Charles.
Foundry Workers No. 11396. M. O'Brien, S., 327 School.
Iron Molders No. 102. Hibernian Hall; H. E. Bryant, B. A.; J. Cooney, R. S.
Lathers No. 142. 693 Main; E. White, S., 26 Exchange.
Loomficers No. 45. C. Hagarty, R. S.

Machinists: Norumbega Lodge No. 465. I. D. Regan, S., 5 Alder.

Metal Polishers No. 50. Cigarmakers Hall; J. C. A. Loynd, R. and F. S., 73 Cypress, Watertown.

Mule Spinners. G. McCormick, S., River.

Painters, Decorators, and Paper Hangers No. 921. J. Campbell, S., 9 Middle.

Plumbers No. 406. Foresters Hall; J. Connelly, B. A., 133 Brown; J. L. Mullen, R. S., 9 Middle Ct.

Stationary Firemen. J. Mortenson, S., 88 Taylor.
Typographical No. 359. A. L. Moody, S., 376 Newton.
Weavers No. 992. G. Crockwell, R. S.

Ware.

Bartenders No. 123. J. J. Fitzgerald, R. S., 11 Grove.

Carpenters No. 1630. A. M. Ramsdell, R. and F. S., 30 Prospect.

Watertown.

Iron Molders No. 179. G. A. R. Hall; R. C. Corn-ing, R. S., Union Market Hotel.

Webster.

Barbers No. 358. N. Massicotte, B. A., 68 Main.

Boot and Shoe Workers No. 278 (Mixed). Foresters Hall; J. E. Hickey, F. and C. S., 5 Wall.

Carpenters No. 823. G. Carreau, R. S., 58 Granite.

Painters, Decorators, and Paper Hangers No. 985. Seigel Hall; C. W. Wayman, S., 10 Days Lane.

Westborough.

Carpenters No. 1459. J. McNell, R. S., Warren.

Westfield.

Barbers No. 33. C. L. U. Hall; E. Cosby, 140 Elm.

Bartenders No. 82. 4 Broad; S. G. Atwater, S., Central Hall.

Bricklayers and Masons No. 24. E. J. Sheehan, S., 17 Belmont.

Carpenters No. 222. C. L. U. Hall; H. R. Stiles, R. S., 1 Dartmouth.

Central Labor Union. C. L. U. Hall; F. L. Wyman, S., 15 Summer.

Cigarmakers No. 28. C. L. U. Hall; L. A. Bollo, S., Box 519.

Coal Handlers No. 8255. C. L. U. Hall; M. D. Gibbons, 90 King.

Coremakers No. 57. W. J. Lynch, S., 1 Dulaney.

Horseshoers No. 131. C. L. U. Hall; R. Jeffers, S., 50 N. Elm.

Iron Molders No. 95. Main and Broad; O. J. Williams, R. S., 50 Mechanic.

Laundry Workers. C. L. U. Hall; F. W. Ives, S., 6 Clark.

Machinists No. 227. C. L. U. Hall; G. W. Clark, B. A., 13 Ashley; L. W. Putoz, S., 17 Noble.

Mason Tenders No. 22. C. L. U. Hall; J. Gibbons, S., 97 Mechanic.

Metal Polishers, Buffers, and Platers No. 80. C. L. U. Hall; W. S. Taylor, S., 9 Cleveland Av.

Musicians No. 91. C. L. U. Hall; F. H. Revett, S., 6 South.

Painters, Decorators, and Paper Hangers No. 290. C. L. U. Hall; W. F. Deyo, R. S., 32 Taylor Av.

Paper Makers: Valley Lodge. C. L. U. Hall; Mrs. L. H. Doblan, S., Parks Block.

Piano and Organ Workers No. 20. C. L. U. Hall; T. Danglemeyer, S., 13 King Pl.

Plumbers and Steamfitters No. 318. Main and Broad; A. Damon, R. S., 9 Avery.

Railroad Trainmen: Weronoco Lodge No. 335. Red Men's Hall; J. Teucellent, S., 80 Montgomery.

Retail Clerks No. 176. C. L. U. Hall; R. O. Whittemore, B. A. and S., 123 Main.

Steam Engineers No. 61. A. Curtis, S., Granville Rd.

Street Railway Employees. C. L. U. Hall; F. A. Bailey, S., 5 Union Av.

Westford.

Quarry Workers No. 9882. D. J. Sullivan, S., Cold Spring, Mass.

West Springfield.

Paper Makers: Agawam Lodge No. 14. J. Naylor, R. S.

Railroad Trainmen: Pioneer Lodge No. 238. Centennial Hall, Union, Merrick; M. F. Walsh, S., 34 Bell Av., Merrick.

Weymouth.

Boiler Makers: Fore River Lodge No. 214. Frenchs Hall, Quincy; C. Nichols, R. S., 15 Oakman, Neponset.

Boot and Shoe Workers No. 53 (Mixed). J. F. Loud, F. and C. S., 642 Commercial, E. Weymouth.

Boot and Shoe Workers No. 361 (Mixed) (North Weymouth). J. P. Holbrook, F. and C. S., 11 Pratt Av.

Bricklayers and Masons No. 52. N. F. Cleary, S., Box 180.

Whitman.

Boot and Shoe Workers No. 31 (Mixed). F. R. Reinhardt, F. and C. S., Box 57, E. Whitman. C. H. Townsend, R. S., Box 201.

Bozmakers No. 195. W. T. Inglis, R. S., 55 William, Rockland.

Carpenters No. 1018. Foresters Hall; F. L. Gill, R. S.

Lasters No. 69. C. E. Lowell, F. and C. S., Box 834; F. W. Gifford, R. S.

Trees No. 105. F. R. Reinhardt, F. and C. S., Box 57, E. Whitman.

Williamsburg.

Brass Workers No. 65 (Haydenville). Union Hall; F. Dunleary, R. S.

Iron Molders No. 67. Union Hall; J. H. Malley, F. S.

Williamstown.

Building Laborers No. 37. M. Clark, Pres.

Carpenters No. 979. J. Hasfred, S., Arelta.

Painters, Decorators, and Paper Hangers No. 622. R. H. Noyes, S.

Winchester.

Carpenters No. 991. Blakies Block; J. Robinson, R. S., Box 85.

Winthrop.

Carpenters No. 821. G. A. R. Hall, Winthrop Centre; F. White, B. A. and R. S., Sunnyside Av.

WOBURN.

Bartenders No. 83. J. Ryan, R. S., Walnut.

Bricklayers and Masons No. 45. Mann Block; D. Condon, B. A., Potter and Main; W. J. Maguire, S., 123 Main.

Carpenters No. 885. Mechanics Hall; S. J. Bezanson, B. S., Hart Pl.

Teamsters No. 147. J. F. Kennedy, R. S., 12 Oak.

WORCESTER.

Allied Printing Trades Council. P. H. Beahn, S., 664 Main.
Bakers No. 72. 64 Southbridge; W. F. Noll, S., 412 Pleasant.
Barbers No. 186. 12 Austin; E. H. Tosi, F. S., 419 Main.
Bartenders No. 95. 12 Austin; W. Foley, R. S., 244 Pleasant.
Boiler Makers No. 69. W. Thompson, R. S., 11 Lodi.
Bottlers and Drivers No. 180. 64 Southbridge; P. F. McGourty, S., 116 Lamartine.
Brewery Workmen No. 136. 64 Southbridge; M. J. Sullivan, S., 56 Kendall.
Bricklayers and Plasterers No. 6. 509 Main; R. J. Bourke, S.
Bridge and Structural Iron Workers. 64 Southbridge.
Building Trades Council. 64 Southbridge; J. J. Reidy, S., 636 Cambridge.
Carpenters District Council. 566 Main; J. W. Anderson, B. A., O. A. Laurens, S., Holden.
Carpenters No. 93. 566 Main; J. J. Reidy, R. S., 636 Cambridge.
Carpenters No. 408 (French). Beaver Hall; 9 Bartlett; J. W. Anderson, B. A., 566 Main; J. A. Millette, R. S., 28 Mott.
Carpenters No. 790 (Swedish). 566 Main; E. Ericson, R. S., 9 Vinson.
Carpenters No. 877 (Mil). 566 Main; O. Jonah, B. A., Clinton, Mass.; A. J. Sanguinet, R. S., 40 Fairmount.
Carriage and Wagon Workers No. 92. C. L. U. Hall; F. J. McFadden, R. S., 141 Beacon.
Central Labor Union. 64 Southbridge; D. Connors, S.
Cigarmakers No. 92. 64 Southbridge; G. Apholt, R. S., 15 Mechanic.
City Laborers No. 11002. C. L. U. Hall; H. R. Jones, R. S.
Coal Handlers. 566 Main.
Commercial Telegraphers No. 71. M. A. Fleming, S. T., 25 Barclay.
Cooks and Waiters (Colored). 12 Austin; W. E. Quinn, S., 1 Maple Pl.
Coopers No. 118. 64 Southbridge; G. Rehensier, R. S., 223 Millbury.
Coremakers No. 15. 64 Southbridge; T. Kelley, R. S.
Coremakers No. 494. Room 7, 64 Southbridge; C. Straubee, C. S., Box 34, Sta. 3.
Cracker Packers No. 333. Lizzie Quinlan, S., 19 Wilson.
Culinary Workers.
Cutting Die Workers No. 10683. 64 Southbridge; T. Hanlon, S., 190 Vernon.
Electrical Workers No. 96 (Mixed). 419 Main; S. B. Wilber, R. S., 19 Shaffner.
Granite Cutters. 64 Southbridge; W. L. Carrick, S., 28 Gardner.
Grocery and Provision Clerks. 12 Austin; P. B. O'Connell, R. S., 3 Jefferson.
Hack Drivers No. 429. 566 Main; E. J. Doherty, R. S., 546 Millbury.
Horsehoers No. 31. 64 Southbridge; P. J. O'Connell, R. S., 55 Greenwood.
Icemen No. 267. 12 Austin; J. Kane, R. S.
International Association of Machinists. W. F. Cool, District B. A. and Organizer, 11 Perry Av.
Iron Molders No. 6. Room 6, 64 Southbridge; J. S. Gale, C. S., Box 743.
Lasters No. 162. A. O. H. Hall; Josie O'Connell, F. and O. S., 84 Water.
Lathers No. 79. C. L. U. Hall; H. Peters, S., 3 Davis.

Locomotive Engineers No. 64. 405 Main; C. W. Davis, S., 10 Clifton.
Locomotive Firemen No. 73. 306 Main; A. W. Adams, S. T., Kansas.
Machinists: Equality Lodge No. 694. 12 Austin; S. S. Newton, S., 32 Lincoln Av.
Machinists No. 339. 64 Southbridge; W. F. Cool, B. A., 11 Perry Av.; J. W. Barker, S., 1 Lyman.
Mattress Makers No. 72. 64 Southbridge; J. A. Mulvey, S., 53 Oxford.
Meat Cutters No. 331. P. J. Keenan, S., 24 Jefferson.
Meat Cutters No. 337. N. A. Bourne, S., 15 Lincoln Av.
Metal Polishers No. 151. 566 Main; E. D. Holman, R. S., 24 Coral.
Musicians No. 143. 418 Main; E. P. Crosbie, S., 2 Illinois.
Painters District Council.
Painters No. 48. 64 Southbridge; C. J. Carmody, B. A., E. C. Morse, R. S., 12 Vine.
Painters No. 624. 64 Southbridge.
Paper Hangers No. 331. 566 Main; O. Bokelund, B. A., 10 Seymour; F. S. Gray, R. S., 208 Austin.
Pattern Makers. 566 Main; C. J. Macomber, B. A., 544 Main.
Piano and Organ Workers No. 28. 566 Main; W. H. Brown, C. S., W. Wellington Ter.
Plumbers No. 4. 64 Southbridge; D. F. O'Connell, R. S., 23 Arlington.
Printing Pressmen No. 72. 566 Main; C. F. Willmot, R. S., 67 Harrison.
Railroad Trainmen: Bay State Lodge No. 88. 100 Front; H. P. Howe, S., 38 Belmont.
Railroad Trainmen No. 553. 566 Main; F. L. Cardinal, S., 39 Gates.
Railway Clerks No. 106. Knights of Honor Hall, 306 Main; F. J. Walte, R. S., 21 Glen.
Railway Conductors No. 237. 405 Main; W. F. Hurlburt, S. T., Wildwood Av.
Retail Clerks. 566 Main; A. J. Martineau, R. S., 46 S. Harding.
Sheet Metal Workers No. 184. 64 Southbridge; J. Wray, R. S., 445 Millbury.
Shirt Waist and Laundry Workers No. 4. R. J. Cairns, S., 122 Talnter.
Stationary Firemen No. 88. 64 Southbridge; M. J. Walsh, R. S., 20 Blanche.
Steam and Hot Water Fitters and Steamfitters' Helpers No. 25. 64 Southbridge; J. B. Lamothe, F. S., 60 Providence.
Steam Engineers No. 78. W. F. Holman, S., 1 Gardner Ter.
Steam Engineers No. 221. T. Shedd, S., 3 Lovell Ct.
Stonemasons. 98 Front.
Stonemasons No. 29. 64 Southbridge; M. F. Garrett, B. A.; T. Loughlin, S., 11 Jefferson.
Street Railway Employees No. 22. 12 Austin; T. F. Ryan, R. S., 11½ Bellevue.
Team Drivers No. 196. 566 Main; W. Bosley, R. S.
Typographical No. 165. 12 Austin; C. E. Ayres, R. S., 384 Chandler.
Woodworkers No. 27. J. F. Sweeney, R. S., 22 Winter.

In General.

Amalgamated Rubber Workers of America. C. L. U. Hall, Cambridge; C. E. Akerstrom, International S. T., 38 Grant, Cambridge.
Amalgamated Society of Carpenters and Joiners. 514 Tremont, Boston; J. F. Medland, State Sec., 1031 Washington, Boston.
Bay State District Council of Wood, Wire, and Metal Lathers. J. McNeill, S., 60 Howard, Springfield.
Berkshire County Trade Union Conference. F. Ernest, S. T., Adams.

Brotherhood of Boiler Makers and Iron Shipbuilders of America: District No. 7, New England Lodge. 45 Elliot, Boston; T. R. Keenan, C. S., 80 W. Fifth, South Boston.

Carpenters District Council of Middlesex County. J. G. Cogill, B. A., 3 Glen Ct., Malden; H. H. Gove, R. S., 87 Summer, Stoneham.

Carpenters District Council of Newton, Waltham, Watertown, and Vicinity. Halls Block, Waltham; J. Dicks, S., 11 Harvard Av., Waltham.

Carpenters District Council of Norfolk County. J. W. McAfee, S., 62 Neponset Av., Hyde Park.

Carpenters North Shore District Council. 202½ Essex, Salem; F. J. Haley, S., 13 Trask, Danvers.

Carpenters South Shore District Council. F. L. Cortell, R. S., Box 135, Hingham Center.

Connecticut Valley Association of Painters and Decorators. W. O. Buckley, S. T., Hartford, Conn.

International Association of Machinists. C. R. Stirling, B. A. and General Organizer, 987 Washington, Boston; M. W. Landers, Special Organizer, 35 Belmont Av., Springfield.

International Brotherhood of Electrical Workers. E. T. Mallory, Vice-Pres., 2d District, 987 Washington, Boston.

International Meat Cutters and Butcher Workmen of North America. J. J. Shea, New England Organizer, Springfield.

International Typographical Union of North America. H. McMahon, Organizer, Box 1795, Boston; G. W. Williams, S. T., 534 Warren, Boston.

Journeyman Barbers International Union. J. F. Hines, 4th Vice-Pres., Box 597, Worcester.

Leather Workers on Horse Goods. R. J. Fiddler, Organizer, 724 Washington, Boston.

National Association of Stationary Engineers: Massachusetts Association No. 2. 33 Lyman, Springfield; W. H. Damon, C. S., 89 Greenwood, Springfield.

New England Branch of Amalgamated Association of Street Railway Employees. T. W. Cunningham, S., 52 Palmer, Lowell.

New England Branch of Hotel and Restaurant Employees International Alliance and Bartenders International League of America. M. J. Mattimoe, S. T., 164 Canal, Boston; R. W. Kennedy, State Organizer, 7 Appleton, Boston.

New England District Council No. 4 of Metal Polishers Unions. J. C. A. Loynd, S. T., 73 Cypress, Watertown.

Painters District Council No. 25 of Eastern Massachusetts. 164 Canal, Boston; J. F. O'Neill, B. A.; J. W. Mullally, R. S., 306 Beacon, Somerville.

Railroad Telegraphers No. 59 (B. and M. R. E. System). J. B. Bode, Acting General S. T., Chelsea Depot, Chelsea.

State Branch of International Union of Steam Engineers. W. A. Goodwin, S. T., 124 Buttonwood, South Boston.

State Branch of Journeymen Bakers and Confectioners International Union. 45 Elliot, Boston; J. McMahon, S.

State Branch of National Building Trades Council. W. J. Fitzgerald, General State Organizer, 279 D, South Boston; J. A. Kenney, R. S., 189 Boylston, Jamaica Plain.

State Branch of American Federation of Labor. D. D. Driscoll, S. T., 78 E. Canton, Boston.

State Council of Carpenters and Joiners of America. P. Provost, Jr., S., 3 Franklin, Holyoke.

State Council of Horseshoers Unions. P. J. Lally, S. T., 105 Quincy, Dorchester.

State District Council of Metal Polishers Unions.

State District Lodge No. 19, International Association of Machinists. I. D. Regan, S. T., 5 Alder, Waltham.

Tack Makers International Union. A. E. Lincoln, General Sec., Fairhaven.

United Brotherhood of Carpenters and Joiners of America. W. J. Shields, General Organizer, 36 Cheshire, Jamaica Plain.

United Garment Workers of America. I. L. Witkin, State Sec., 28 School, Boston.

ANALYSIS.

The Trade Union Directory contains 1,466 citations, 1,440 of these being trade unions or trade councils, and 26 State organizers or general officers.

The following table shows the distribution of the Unions by cities and towns:

CITIES AND TOWNS.	Number of Trade Unions	CITIES AND TOWNS.	Number of Trade Unions
Abington,	1	CAMBRIDGE,	19
Adams,	8	Chelmsford,	1
Amesbury,	1	CHELSEA,	12
Amherst,	1	Chester,	1
Andover,	2	CHICOPEE,	10
Arlington,	1	Clinton,	4
Athol,	11	Cohasset,	1
Attleborough,	3	Concord,	3
Avon,	1	Conway,	1
Ayer,	7	Dalton,	2
BEVERLY,	1	Danvers,	2
BOSTON,	288	Dedham,	4
Braintree,	2	Easton,	3
Bridgewater,	61	East Bridgewater,	1
BROCKTON,	1	Easthampton,	3
Brookfield,	2	East Longmeadow,	1
Brookline,	2	EVERETT,	3

CITIES AND TOWNS.	Number of Trade Unions	CITIES AND TOWNS.	Number of Trade Unions
FALL RIVER,	38	North Attleborough,	1
FITCHBURG,	40	North Brookfield,	1
Foxborough,	1	Norwood,	8
Framingham,	10	Orange,	2
Franklin,	1	PITTSFIELD,	30
Gardner,	10	Plymouth,	2
GLOUCESTER,	21	QUINCY,	27
Grafton,	1	Randolph,	2
Great Barrington,	5	Revere,	2
Greenfield,	18	Rockland,	6
Hamilton,	1	SALEM,	20
HAVERHILL,	84	Saugus,	1
Hingham,	2	Scituate,	1
Holbrook,	1	SOMERVILLE,	4
HOLYOKE,	51	Southbridge,	3
Hudson,	1	Spencer,	3
Hull,	1	SPRINGFIELD,	67
Huntington,	2	Stoneham,	2
Hyde Park,	5	Stoughton,	5
LAWRENCE,	51	Sturbridge,	1
Lee,	4	Swampscott,	1
Lenox,	6	TAUNTON,	32
Leominster,	11	Townsend,	2
LOWELL,	43	Wakefield,	5
LYNN,	62	Walpole,	1
MALDEN,	9	WALTHAM,	20
Manchester,	3	Ware,	2
Mansfield,	1	Watertown,	1
Marblehead,	3	Webster,	4
MARLBOROUGH,	17	Westborough,	1
Maynard,	1	Westfield,	23
MEDFORD,	3	Westford,	1
MELROSE,	1	West Springfield,	2
Middleborough,	3	Weymouth,	4
Milford,	16	Whitman,	5
Monson,	1	Williamsburg,	2
Montague,	2	Williamstown,	3
Natick,	7	Winchester,	1
Needham,	1	Winthrop,	1
NEW BEDFORD,	27	WOBURN,	4
NEWBURYPORT,	7	WORCESTER,	71
NEWTON,	8	In General,	12
NORTH ADAMS,	34		
NORTHAMPTON,	27	TOTAL,	1,440

It will be seen that Boston with 288 unions far outranks all other places. The next largest number of unions appears in Worcester, there being 71. Then follow in numerical order, Springfield with 67, Lynn with 62, Brockton with 61, Holyoke and Lawrence with 51 each. These seven cities contain in the aggregate 651 unions, or 45.21 per cent of the total number of unions reported for Massachusetts.

The following table shows the general branches of trades most largely represented in trade unionism in the Commonwealth :

BRANCHES OF OCCUPATIONS.	Number of Trade Unions	BRANCHES OF OCCUPATIONS.	Number of Trade Unions
Bakers and confectioners,	25	Cigarmakers,	19
Bakers,	22	Clothing employees,	33
Others,	3	Garment workers,	15
Barbers,	30	Tailors,	12
Boot and shoe workers,	95	Others,	11
Brewery workmen,	18	Electrical workers,	17
Building trades workmen,	345	Horseshoers, blacksmiths, and helpers,	24
Carpenters,	134	Hotel and restaurant employees,	41
Painters, decorators, and paper hangers,	69	Bartenders,	25
Bricklayers, masons, and plasterers,	61	Cooks and waiters,	16
Plumbers, gasfitters, steamfitters, and steamfitters' helpers,	43	Laborers,	46
Lathers,	12	Laundry workers,	11
Others,	26	Leather workers,	10
Central labor unions,	36	Machinists,	33
		Meat cutters and butchers,	14

BRANCHES OF OCCUPATIONS.	Number of Trade Unions	BRANCHES OF OCCUPATIONS.	Number of Trade Unions
Metal workers,	183	Stone workers,	28
Iron and brass molders and workers,	41	Textile workers,	48
Metal polishers, buffers, and platers,	22	Transportation employees,	155
Boiler makers,	13	Steam railroad and street railway employees,	61
Sheet metal workers,	10	Teamsters,	60
Others,	47	Railroad freight employees,	12
Musicians,	22	Others,	22
Paper workers,	11	Woodworkers,	17
Printing trades workmen,	55	Miscellaneous,	96
Retail clerks,	38		
Stationary firemen,	14		
Steam engineers,	19	TOTAL,	1,440

The largest number of unions is represented by the building trade workmen, there being 345 organizations under this craft. Transportation employees are also largely organized, there being 155 unions, followed by metal workers with 133, boot and shoe workers with 95, printing trades with 55, textile workers with 48, and laborers with 46. These seven branches of trade comprise 877 unions, this number constituting 61 per cent of the whole number of unions recorded.

STATISTICAL ABSTRACTS.

Cost of Strikes and Lockouts in Massachusetts.

The following tabular statement gives facts pertaining to the cost of strikes and lockouts in Massachusetts for 20 years, from 1881 to 1900, inclusive:

Total number of strikes,	1,802
Strikes and lockouts ordered by Organized Labor,	991
Average days establishments closed,	24.28
Average days until strikers were re-employed or places filled,	31.55
Total loss in wages by employees,	\$17,780,193
Assistance given employees,	\$1,586,642
Total loss of employers,	\$7,716,560

The greatest loss, financially, due to strikes and lockouts in the Commonwealth took place in the boot and shoe industry, the wage loss to employees being \$6,056,376; assistance rendered them, \$503,673; while the loss of employers aggregated \$2,277,063.

The next greatest wage loss suffered in any industry occurred in the textiles, the amount of wages lost by employees aggregating \$6,063,380; the assistance rendered textile operatives, \$186,425; loss of employers, \$1,976,929. Under textiles have been included carpeting, cotton and woolen goods, cotton goods, rope and bagging, silk goods, and woolen and worsted goods operatives. The wage loss to cotton mill operatives alone amounted to \$4,398,453; the employers' loss due to strikes and lockouts in the cotton goods industry, \$1,055,827. Seventy-three of the strikes and lockouts were ordered by labor organizations.

The average number of days that establishments were closed in the textile industry was 32.65; the number of days that elapsed before strikers or those locked out were re-employed or places filled by others averaged 22.97. — *16th Annual Report, Commissioner of Labor, Washington, D. C.*

Cost of the Anthracite Coal Strike.

Fair estimates were obtained by the Anthracite Coal Strike Commission of the cost of the strike of coal miners employed in operating mines in the anthracite coal fields of Pennsylvania. The strike lasted from May 12 to October 23, 1902, and involved about 147,000 mine workers. The strike meant a loss in the receipts of the coal-mining companies, for their product at the mines, of \$46,100,000. The wage loss of employees aggregated about \$25,000,000, while the sum of \$1,800,000 was expended in relief funds. The decrease in freights paid to railroad companies on the larger sizes of coal was about \$19,000,000, and the loss in freight receipts to the transportation companies on the smaller sizes totalized to \$28,000,000, approximately.

Fisheries at Boston and Gloucester.

The following table shows the quantities and values of fishery products landed at Boston and Gloucester by American fishing vessels during the month of June, 1904. The aggregate covers 424 trips, including 269 trips to Boston and 155 to Gloucester.

CLASSIFICATION.	Boston	Gloucester	Total
FRESH FISH.			
Pounds,	5,481,173	4,498,230	9,979,393
Value,	\$129,336	\$76,308	\$205,639
SALTED FISH.			
Pounds,	167,000	4,689,300	4,856,300
Value,	\$7,346	\$181,877	\$189,223
AGGREGATES.			
Pounds,	5,648,173	9,187,529	14,835,698
Value,	\$136,682	\$258,180	\$394,862

Inheritance Tax in Porto Rico.

The receipt of the data relating to the amount of revenue collected from the inheritance tax in Porto Rico was too late to be used in connection with the article on the Inheritance Tax presented in Bulletin No. 32, July, 1904.

The figures are given in the following table:

TAX AND DECEDENTS.	1902-1903	1903-1904
Amount of inheritance tax collected from direct heirs,	\$938	\$4,946
Number of decedents,	20	45
Amount of inheritance tax collected from collateral heirs and others,	\$8,731	\$3,526
Number of decedents,	25	37

Inheritance Tax in Hawaii.

During the year 1902 there was paid into the Treasury of the Territory \$5,401.82, in the form of an inheritance tax on three estates, and in 1903, \$678.33, from two estates.

Population of the Philippines.

The total population of the Philippine Islands in 1903 was 7,635,426, classified as 6,987,686 civilized, and 647,740 wild.

Factory Overtime Work in Austria.

According to the report of the Austrian Bureau of Labor Statistics on overtime in factories in 1903, there were 627 factories in the country which worked overtime in 1903. In the aggregate there were 124,857 workpeople employed therein; of this

number 43,120 were employed beyond the maximum of 11 hours. The number of extra hours worked totaled 2,541,084. The largest proportion of factories were engaged in the textile industry, there being 240 of such employing 56,465 workpeople, of whom 19,403 worked 1,120,618 hours overtime. In metal-working, the industry showing the next greatest amount of overtime for the year, 4,899 persons, out of 17,824 employed, worked 275,455 hours overtime; and in stone, clay, glass, etc., 250,606 hours overtime work was performed by 2,574 employees out of a total of 3,881.

Fatal Industrial Accidents in Great Britain.

The number of workpeople reported as killed during the course of their employment during May, 1904, was 253, including 68 seamen. The following table shows the number killed, by trades, during May, 1903, and May, 1904:

TRADES.	Workpeople Killed during May, 1903	Workpeople Killed during May, 1904
Railway service, . . .	40	27
Mines,	96	77
Quarries (over 20 feet deep),	10	5
Factories,	65	67
Docks, wharves, etc., . . .	17	19
Seamen,	64	58
TOTALS,	292	253

The approximate number of workpeople employed in the above named industries was about 6,800,000. — *Labour Gazette, London, June, 1904.*

PUBLICATIONS OF THE BUREAU OF STATISTICS OF LABOR.

The following issues of the annual reports of this Department remain in print and will be forwarded when requested, upon receipt of the price set against each Part and bound volume.

Annual Report on the Statistics of Labor.

1893. Bound in cloth, postage 15 cents. This report contains a special report on Unemployment, and Labor Chronology for the year 1893; this latter will be mailed separately for 5 cents.

1894. Bound in cloth, postage 15 cents. Contains, I. Compensation in Certain Occupations of Graduates of Colleges for Women (postage 5 c.); II. Distribution of Wealth (postage 10 c.); III. Labor Chronology for 1904 (postage 5 c.).

1895. Bound in cloth, postage 25 cents. Contains, I. Relation of the Liquor Traffic to Pauperism, Crime, and Insanity; II. Graded Weekly Wages, 1810-1891, first part (postage 10 c.); III. Labor Chronology for 1895 (postage 5 c.).

1896. Bound in cloth, postage 15 cents. Contains, I. Social and Industrial Changes in the County of Barnstable (postage 5 c.); II. Graded Weekly Wages, 1810-1891, second part (postage 10 c.); III. Labor Chronology for 1896 (postage 5 c.).

1897. Bound in cloth, postage 15 cents. Contains, I. Comparative Wages and Prices, 1860-1897 (postage 5 c.); II. Graded Weekly Wages, 1810-1891, third part (postage 10 c.); III. Labor Chronology for 1897 (postage 5 c.).

1898. Bound in cloth, postage 25 cents. Contains, I. Sunday Labor (postage 5 c.); II. Graded Weekly Wages, 1810-1891, fourth part (postage 15 c.); III. Labor Chronology for 1898 (postage 5 c.).

1899. Bound in cloth, postage 15 cents. Contains, I. Changes in Conducting Retail Trade in Boston Since 1874 (postage 5 c.); II. Labor Chronology for 1899 (postage 10 c.).

1900. Bound in cloth, postage 25 cents. Contains, I. Population of Massachusetts in 1900; II. Co-operative Industrial Insurance (postage 10 c.); III. Graded Prices, 1816-1891 (postage 15 c.).

1901. Bound in cloth, postage 15 cents. Contains, I. Labor Chronology for 1900 (postage 5 c.); II. Labor Chronology for 1901 (postage 5 c.); III. Prices and Cost of Living, 1872-1902 (postage 5 c.); IV. Labor Laws (postage 5 c.).

1902. Bound in cloth, postage 15 cents. Contains, I. Report to the Legislature; II. Labor Chronology for 1902; III. Mercantile Wages and Salaries (postage 5 c.); IV. Sex in Industry (postage 5 c.).

1903. Bound in cloth, postage 15 cents. Contains, I. Race in Industry (postage 5 c.); II. Free Employment Offices in the United States and Foreign Countries (postage 5 c.); III. Social and Industrial Condition of the Negro in Massachusetts (postage 5 c.); IV. Labor and Industrial Chronology for 1903 (postage 5 c.).

Annual Report on the Statistics of Manufactures.

Publication begun in 1886, but all volumes previous to 1892 are now out of print. Each volume contains comparisons, for identical establishments, between two or more years as to Capital Devoted to Production, Goods Made and Work Done, Stock and Materials Used, Persons Employed, Wages Paid, Time in Operation, and Proportion of Business Done. The Industrial Chronology which forms a Part of each report up to and including the year 1902 presents an Industrial Chronology by Towns and Industries. Beginning with the year 1903, the Industrial Chronology is combined with that for Labor under the title of Labor and Industrial Chronology and forms a part of the Annual Report on the Statistics of Labor. Beginning with the year 1904, the Annual Report on the Statistics of Manufactures has been discontinued as a separate volume and now forms a part of the Report on Labor.

The volumes now remaining in print are given below, the figures in parentheses indicating the amount of postage needed to secure them:

1892 (15 c.); **1893** (15 c.); **1894** (15 c.); **1895** (15 c.); **1896** (10 c.); **1897** (10 c.); **1898** (15 c.), contains also a historical report on the Textile Industries; **1899** (10 c.); **1900** (10 c.); **1901** (10 c.), contains also a five year comparison on Manufactures, 1896-1900; **1902** (10 c.); **1903** (10 c.).

Labor and Industrial Chronology.

Since 1899 those parts of the reports on the Statistics of Labor and Statistics of Manufactures relating to these subjects have been bound together in response to a demand for the same; **1901** and **1902** are the only ones now remaining in print and will be forwarded to one address, two volumes, for 15 cents to cover cost of postage, or 10 cents for each volume.

Decennial Census of 1895.

The Decennial Census of 1895 comprises seven volumes, of which Vol. I. is now out of print. Vol. V. relates to Manufactures (postage 25 cents) and Vol. VI. to Fisheries, Commerce, and Agriculture (postage 35 cents). Vols. II., III., IV., and VII. cover all data relating to the Population, Social Statistics, and General Summaries (postage 30 c., 25 c., 45 c., and 15 c., respectively).

Special Reports.

A Manual of Distributive Co-operation—1885 (postage 5 c.).

Reports of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in America—1902, 1903, and 1904 (postage 5 cents each).

PUBLICATIONS OF THE BUREAU OF STATISTICS OF LABOR.

The following issues of the Labor Bulletins of this Department remain in print and will be forwarded when requested, upon receipt of the price set against each number.

Labor Bulletins.

These Bulletins were first issued quarterly but are now published six times a year. They contain a large variety of interesting and pertinent matter on the Social and Industrial Condition of the Workingman, together with leading articles on the Condition of Employment, Earnings, etc. The following numbers are the only ones now remaining in print and will be forwarded upon receipt of five cents each to cover the cost of postage.

No. 10, April, 1899. Labor Legislation of 1898—Trade Unionism in Massachusetts prior to 1880—Contracts with Workingmen upon Public Work—Foreign Labor Disturbances in 1897—Quarterly Review of Employment and Earnings: Ending April, 1899—Editorial.

No. 11, July, 1899. Certain Tenement Conditions in Boston—Quarterly Review of Employment and Earnings: Ending July, 1899.

No. 14, May, 1900. Free Public Employment Offices—Employment and Unemployment in the Boot and Shoe and Paper Industries—Legislation affecting Hours of Labor—Quarterly Review of Employment and Earnings: Ending April 30, 1900—Statistical Abstracts.

No. 15, August, 1900. Household Expenses—Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton—List of Subjects pertaining to Labor considered in the Latest Reports of American Statistical Bureaus—Massachusetts Labor Legislation in 1900—Quarterly Review of Employment and Earnings: Ending July 30, 1900.

No. 17, February, 1901. Occupations of Residents of Boston: By Districts—Unemployment in Boston Building Trades—Conjugal Condition of Women employed in Restaurants—Comparative Earnings in Five Leading Industries—Resident Pupils in Public and Private Schools in Boston—Statistical Abstracts.

No. 21, February, 1902. Physically Defective Population in Massachusetts in Relation to Industry—Distribution of the Industrial Population of Massachusetts—Compulsory Arbitration in New South Wales—Quarterly Record of Strikes—Statistical Abstracts.

No. 27, August, 1903. Aliens in Industry—Immigration Act of the United

States—Labor Day—Labor Legislation in 1903—Quarterly Record of Strikes—Statistical Abstracts.

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LABOR BULLETIN

OF THE COMMONWEALTH OF .

MASSACHUSETTS

No. 34

DECEMBER, 1904.

CONTAINING:

Increases in the Cost of Production.
Review of Employment and Earnings.
Semi-annual Record of Strikes and Lockouts.
Strike of Cotton Operatives in Fall River.
Average Retail Prices.
Absence after Pay Day—No. 2.

Current Comment—Co-operation.
Recent Legal Labor Decisions.
Industrial Agreements.
Excerpts.
Statistical Abstracts.
Index to Bulletins of the Year 1904.

PUBLISHED BY THE
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CHAS. F. PIDGIN, *Chief*.
FRANK H. DROWN, *First Clerk*. WM. G. GRUNDY, *Second Clerk*.



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MASSACHUSETTS LABOR BULLETIN.

No. 34.

DECEMBER.

1904.

Editor: CHAS. F. PIDGIN, Chief of Bureau.

Associate Editors: FRANK H. DROWN, HELEN T. McBRIDE.

INCREASES IN THE COST OF PRODUCTION.

The cost of production of manufactured articles is increased in many ways, making necessary an advance in price when the goods are placed upon the market. There may be a scarcity of the raw material owing to a poor crop, or an increased demand may produce a similar effect. Then, too, there are many kinds of goods into which other manufactured goods enter — as leather into boots and shoes. If the price of leather advances that advance necessarily increases the price of boots and shoes.

We do not propose to consider here all the factors which cause increases in the cost of production, but shall confine our consideration of the subject to two points only — decreases in the hours of labor and increases in pay. The investigation is a special one, all the material for it having been gathered by the Agents of the Bureau. It covers the five years 1900, 1901, 1902, 1903, and 1904 and comprehends 479 reports for branches of occupations in the cities of the State.

The general classification, for the 25 industries considered, may be summarized as follows :

Bottling,
Boxes (Wooden),
Bread, Cake, and Pastry,
Breweries,
Building,
Carriages,
Electric Workers,
Eng'
Firemen,

Iron Foundries,
Laborers,
Laundries,
Machinists,
Printing, Publishing, and
Bookbinding,
Shoe Factories,
Sheet Metal Goods,
Stablemen,

Stone,
Stoves and Furnaces,
Switchmen,
Teamsters,
Tinsmiths,
Tool Sharpeners,
Upholsterers,
Watchmen.

This table shows in connection with the branches of occupations compared by years as regards hours and daily pay, and also the percentages of increase in the cost of production due to a reduction in working hours, to increased pay, or to both causes combined. In all but two cases the comparisons are between hours and rates in 1904 and those ruling in 1900, the rates per hour forming the bases for ascertaining percentages.

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Bottling.							
Bottlers,	1900	10	\$2.33½	1904	*9	\$2.33½	5.56
First workmen,	1900	†10	2.33½	1904	†8	3.00	46.28
Foremen,	1900	10	2.66½	1904	*9	2.66½	5.56
Helpers,	1900	10	2.00	1904	*9	2.00	5.56
Labelers,	1900	†10	1.16½	1904	†8	1.66½	62.68
Machine operators,	1900	10	2.33½	1904	*9	2.33½	5.56
Packers,	1900	10	2.16½	1904	*9	2.16½	5.56
Rackers, §	1900	†10	2.00	1904	†8	2.33½	32.81
Workmen,	1900	†10	1.66½	1904	†8	2.16½	47.99
	1900	†10	1.50	1904	†8	1.66½	28.49
Boxes (Wooden).							
Box makers,	1900	10	1.88½	1904	9	2.00	21.21
	1900	10	1.35	1904	9	1.66½	37.17
Bread, Cake, and Pastry.							
Bakers,	1900	10	2.16½	1904	10	2.50	15.38
Bakers (foremen),	1900	10	2.50	1904	10	3.00	20.00
Bench men (day),	1900	10	1.50	1904	10	2.16½	44.44
Bench men (night),	1900	10	1.88½	1904	10	2.16½	18.18
	1900	10	2.00	1904	10	2.50	25.00
Foremen, bread (night),	1900	10	2.66½	1904	10	3.16½	18.75
Foremen (day),	1900	10	3.00	1904	10	3.33½	11.11
Foremen, doughnut (day),	1900	10	2.50	1904	10	3.00	20.00
Foremen (night),	1900	10	3.00	1904	10	3.33½	11.11
Foremen, pastry (day),	1900	10	2.00	1904	10	3.33½	66.67
Second hands,	1900	10	2.50	1904	10	2.83½	13.33
Shipping clerks,	1901	10	2.50	1904	10	3.00	20.00
	1901	10	2.00	1904	10	2.50	25.00
Breweries.							
Bung starters,	1900	10	2.50	1904	9	2.50	11.11
Coolers,	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.66½	1904	9	2.66½	11.11
First men (brew house),	1900	10	3.00	1904	9	3.00	11.11
First men (cellar),	1900	10	3.00	1904	9	3.00	11.11
First men (fermenting room),	1900	10	3.00	1904	9	3.00	11.11
First men (wash house),	1900	10	3.00	1904	9	3.00	11.11
Floor men,	1900	10	2.83½	1904	9	2.83½	11.11
	1900	10	2.66½	1904	9	2.66½	11.11
Floor men (malt and hops),	1900	10	2.66½	1904	9	2.66½	11.11
Foremen,	1900	10	3.33½	1904	10	4.16½	25.00
Grain men,	1900	10	2.50	1904	9	2.50	11.11
Tap keepers,	1900	10	2.50	1904	9	2.50	11.11
Wash-house men,	1900	10	2.50	1904	9	2.50	11.11
Workmen (cellar, fermenting room, and brew house),	1900	10	2.66½	1904	9	2.66½	11.11
Building.							
Bricklayers,	1900	8	3.75	1904	8	4.00	6.67
	1900	8	3.60	1904	8	4.00	11.11
	1900	9	3.60	1904	8	3.60	12.50
	1900	8	3.36	1904	8	3.60	7.14
Bricklayers (foremen),	1900	8	4.10	1904	8	4.50	9.76
Bricklayers' tenders,	1900	8	1.50	1904	8	1.75	16.67
	1900	8	1.75	1904	8	2.00	14.29
Brick masons,	1900	9	3.75	1904	8	3.75	12.50
	1900	9	3.25	1904	8	3.60	24.62
	1900	9	3.24	1904	8	3.60	25.00
	1900	9	3.50	1904	8	3.50	12.50
	1900	9	3.25	1904	8	3.25	12.50
Brick masons (hod carriers),	1900	9	1.75	1904	9	2.00	14.29
Brick masons (mortar men),	1900	9	2.00	1904	9	2.25	12.50
Brick masons (mortar men and hod car- riers),	1900	9	1.50	1904	9	1.75	16.67
Brick masons' laborers,	1900	10	1.50	1904	10	1.75	16.67
	1900	9	1.50	1904	9	1.75	16.67
Brick masons' tenders,	1900	9	1.50	1904	9	1.75	16.67
Carpenters,	1900	9	2.50	1904	8	2.75	23.75
	1900	9	2.50	1904	8	2.50	12.50
	1900	8	2.40	1904	8	2.75	14.58
	1900	9	2.25	1904	8	2.75	37.50
Carpenters (foremen),	1900	8	3.00	1904	8	3.25	8.33
	1900	9	2.88	1904	8	3.20	25.00
Carpenters (inside),	1900	9	3.25	1904	8	3.25	12.50
	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.75	1904	8	2.75	12.50
	1900	9	2.50	1904	8	2.75	23.75
	1900	9	2.50	1904	8	2.50	12.50
	1900	9	2.25	1904	8	2.50	25.00

* Six months 10 hours, six months nine hours.

† Eight months 10 hours, four months nine hours.

‡ Six months nine hours, six months eight hours.

§ Machine bottlers. Work done by hand previous to 1901.

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Building — Con.							
Carpenters (mill hands),	1900	9	\$2.25	1904	8	\$2.50	25.00
Carpenters (outside),	1900	9	2.25	1904	8	2.50	25.00
	1900	9	2.25	1904	8	2.25	12.50
	1900	9	2.00	1904	8	2.00	12.50
	1900	9	1.75	1904	8	2.00	28.57
Carpenters' helpers,	1900	8	1.50	1904	8	1.75	16.67
Concreters,	1900	10	2.50	1904	9	2.50	11.11
	1900	9	2.00	1904	9	2.25	12.50
	1900	10	2.00	1904	9	2.00	11.11
	1900	10	1.75	1904	9	1.75	11.11
	1900	10	1.50	1904	9	1.50	11.11
Concreters' helpers,	1900	10	1.50	1904	9	1.50	11.11
	1900	9	1.25	1904	9	1.50	20.00
Glaziers,	1900	10	2.25	1904	9	2.25	11.11
Laborers (building),	1900	9	1.75	1904	8	1.75	12.50
	1900	9	1.50	1904	8	1.75	31.25
	1900	9	1.50	1904	9	1.75	16.67
	1900	10	1.50	1904	9	1.50	11.11
Laborers (excavators),	1900	10	1.75	1904	9	2.00	26.98
Painters (fresco),	1900	9	5.00	1904	8	5.00	12.50
	1900	9	3.50	1904	8	3.50	12.50
	1900	9	3.00	1904	8	3.25	21.88
	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.50	1904	8	2.50	12.50
	1900	9	3.25	1904	8	2.50	25.00
Painters (fresco) helpers,	1900	9	2.00	1904	8	2.00	12.50
	1900	9	1.00	1904	8	1.00	12.50
Painters (hardwood finishers),	1900	9	2.50	1904	8	2.75	28.75
Painters (house),	1900	9	2.75	1904	8	2.75	12.50
	1900	9	2.65	1904	8	2.65	12.50
	1900	9	2.56	1904	8	2.56	12.50
	1900	9	2.50	1904	8	3.00	35.00
	1900	9	2.50	1904	8	2.80	26.00
	1900	9	2.50	1904	8	2.75	23.75
	1900	9	2.50	1904	8	2.50	12.50
	1900	9	2.25	1904	8	2.50	25.00
	1900	9	2.25	1904	8	2.38	18.00
	1900	9	2.25	1904	8	2.25	12.50
	1900	9	2.00	1904	8	2.50	40.63
Painters (house) foremen,	1900	9	2.00	1904	8	2.00	12.50
Painters (sign),	1900	9	2.75	1904	8	3.00	22.73
	1900	9	2.50	1904	8	2.50	12.50
	1900	10	2.50	1904	8	3.00	50.00
Painters (sign writers),	1900	10	2.00	1904	8	2.50	56.25
	1900	9	3.16½	1904	8	3.50	24.34
	1900	9	3.00	1904	8	3.50	31.25
	1900	9	2.75	1904	8	3.00	22.73
Painters (sign writers) apprentices,	1900	9	0.75	1904	8	1.00	50.00
Painters (sign writers) foremen,	1900	9	3.50	1904	8	4.50	44.64
Painters (sign writers) helpers,	1900	9	1.50	1904	8	2.00	50.00
Paper-hangers,	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.75	1904	8	3.00	22.73
	1900	9	2.56	1904	8	2.56	12.50
	1900	9	2.50	1904	8	3.00	35.00
	1900	9	2.50	1904	8	2.50	12.50
	1900	9	2.25	1904	8	2.50	25.00
	1900	9	2.25	1904	8	2.38	18.00
Plasterers,	1900	8	3.75	1904	8	4.00	6.67
	1900	8	3.50	1904	8	4.00	11.11
	1900	9	3.25	1904	8	3.25	12.50
Plasterers' tenders,	1900	9	1.50	1904	9	1.75	16.67
Plumbers,	1900	9	3.50	1904	8	3.50	12.50
	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.50	1904	8	2.50	12.50
Plumbers' helpers,	1900	9	1.50	1904	8	1.50	12.50
	1900	9	1.25	1904	8	1.25	12.50
	1900	9	1.00	1904	8	1.00	12.50
Roofers (gravel),	1900	9	2.70	1904	8	3.00	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.25	1904	9	2.25	11.11
	1900	9	2.00	1904	9	2.25	12.50
	1900	10	2.00	1904	9	2.25	25.00
	1900	10	2.00	1904	9	2.00	11.11
	1900	10	1.75	1904	9	1.75	11.11
	1900	10	1.66½	1904	9	1.66½	11.11
Roofers (gravel) foremen,	1900	10	2.50	1904	9	3.00	33.33
Roofers (gravel) helpers,	1900	9	2.00	1904	9	2.25	12.50
	1900	10	1.75	1904	9	1.75	11.11
	1900	9	1.50	1904	9	1.75	16.67
	1900	10	1.65	1904	9	2.00	34.68
	1900	10	1.50	1904	9	1.75	29.63
Roofers (slate),	1900	9	3.20	1904	8	3.20	12.50
	1900	10	3.50	1904	8	3.50	25.00
	1900	9	2.70	1904	9	3.00	11.11
	1900	10	2.50	1904	9	2.50	11.11

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Building — Con.							
Roofers (slate) foremen,	1900	10	\$4.00	1904	8	\$4.00	25.00
Roofers (slate) helpers,	1900	9	2.00	1904	9	2.25	12.50
	1900	9	2.00	1904	8	2.00	12.50
Roofers (tin),	1900	9	2.70	1904	9	3.00	11.11
Roofers (tin) helpers,	1900	9	1.80	1904	9	2.10	16.67
Roofers' helpers (not specified),	1900	10	1.75	1904	9	1.75	11.11
Steamfitters,	1900	9	4.00	1904	8	4.00	12.50
	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.75	1904	8	2.75	12.50
	1900	9	2.50	1904	9	2.75	10.00
	1900	9	2.50	1904	8	2.50	12.50
Steamfitters' helpers,	1900	9	1.50	1904	8	1.50	12.50
Stone masons,	1900	9	3.25	1904	8	3.60	24.62
	1900	9	3.24	1904	8	3.60	25.00
	1900	8	3.20	1904	8	3.60	12.50
	1900	9	3.25	1904	8	3.25	12.50
	1900	9	3.00	1904	8	3.20	20.00
Stone masons' helpers,	1900	8	1.75	1904	8	2.00	14.29
Stone masons (setters),	1900	9	3.60	1904	8	3.60	12.50
Stone masons' tenders,	1900	9	1.60	1904	9	1.75	16.67
	1900	9	1.75	1904	8	1.75	12.50
	1900	8	2.25	1904	8	2.40	6.67
	1900	9	1.75	1904	8	2.00	28.57
Tile masons,	1900	9	4.05	1904	8	4.50	25.00
	1900	8	3.50	1904	8	4.50	28.57
	1900	9	3.50	1904	8	4.25	36.61
	1900	8	2.50	1904	8	3.00	20.00
Tile masons' helpers,	1900	8	2.00	1904	8	2.50	25.00
	1900	9	1.75	1904	8	2.25	44.64
	1900	8	1.75	1904	8	2.00	14.29
	1900	9	1.50	1904	8	2.00	50.00
Woodworkers (mill hands),	1900	10	3.66%	1904	9	3.66%	11.11
	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.75	1904	9	2.75	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	9	2.50	1904	8	2.50	12.50
	1900	10	2.25	1904	9	2.66%	31.66
	1900	10	2.25	1904	9	2.25	11.11
	1900	10	2.00	1904	9	2.00	11.11
	1900	9	2.00	1904	8	2.00	12.50
	1900	10	1.75	1904	9	1.75	11.11
Woodworkers (mill hands) helpers,	1900	10	1.00	1904	9	1.25	38.89
Carriages.							
Blacksmiths,	1900	10	2.75	1904	9	2.75	11.11
	1900	10	2.50	1904	9	2.50	11.11
Blacksmiths' helpers,	1900	10	2.00	1904	9	2.00	11.11
	1900	10	1.75	1904	9	1.75	11.11
Painters,	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.25	1904	9	2.25	11.11
Painters (assistant),	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.25	1904	9	1.25	11.11
Trimmers,	1900	10	2.66%	1904	9	2.70	12.50
	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.00	1904	9	2.00	11.11
Woodworkers,	1900	10	3.25	1904	9	3.25	11.11
	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.75	1904	9	2.75	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.25	1904	9	2.25	11.11
	1900	10	2.00	1904	9	2.00	11.11
Woodworkers' helpers,	1900	10	1.75	1904	9	1.75	11.11
	1900	10	1.50	1904	9	1.50	11.11
Electrical Workers.							
Electrical workers,	1900	9	2.75	1904	8	3.00	22.73
Apprentices,	1900	9	2.00	1904	8	2.00	12.50
Engineers.							
Box factory,	1900	10	2.00	1904	9	2.25	25.00
Brewery,	1900	9	4.16%	1904	8	4.66%	26.00
Brewery (assistant),	1900	9	3.00	1904	8	3.50	31.25
Holsting,	1900	10	2.50	1904	9	2.50	11.11
Quarry,	1900	9	2.00	1904	9	2.50	25.00
	1900	9	2.00	1904	9	2.25	12.50
Firemen.							
Box factory,	1900	10	1.50	1904	9	2.00	48.15
Brewery,	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.83%	1904	8	3.00	19.12
	1900	9	2.83%	1904	8	2.83%	12.50
Laundry,	1900	10	1.75	1904	9	1.83%	16.40

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Iron Foundries.							
Laborers,	1900	9	\$1.50	1904	9	\$1.75	16.67
	1900	9	1.25	1904	9	1.50	20.00
Melters,	1900	10	2.00	1904	9	2.00	11.11
	1900	9	1.75	1904	9	2.00	14.29
Molders,	1900	9	3.25	1904	9	3.60	10.77
	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.75	1904	9	2.75	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	9	2.50	1904	9	2.75	10.00
	1900	9	2.25	1904	9	2.50	11.11
	1900	10	2.25	1904	9	2.25	11.11
	1900	9	2.00	1904	9	2.25	12.50
Molders' helpers,	1900	10	1.50	1904	9	1.50	11.11
Laborers.							
Laborers (general),	1900	8	1.50	1904	8	1.75	16.67
	1900	10	1.50	1904	9	1.50	11.11
Laundries.*							
Bookkeepers,	1900	10	1.75	1904	9	2.00	26.88
Bundlers,	1900	10	1.83½	1904	9	1.83½	11.11
	1900	10	1.00	1904	9	1.00	11.11
Clerks,	1900	10	1.25	1904	9	1.25	11.11
Ironers,	1900	10	1.83½	1904	9	1.83½	11.11
	1900	10	1.25	1904	9	1.25	11.11
	1900	10	1.25	1904	9	1.50	33.33
Ironers (fancy),	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.25	1904	10	1.50	20.00
Ironers (machine),	1900	10	1.00	1904	9	1.25	33.33
Ironers (shirt),	1900	10	1.83½	1904	9	1.83½	11.11
Manglers,	1900	10	1.83½	1904	9	1.83½	11.11
	1900	10	1.25	1904	9	1.25	11.11
	1900	10	1.00	1904	9	1.25	33.33
Manglers (apprentices),	1900	10	0.50	1904	9	0.60	33.33
Markers,	1900	10	1.00	1904	9	1.25	33.33
Markers and sorters,	1900	10	1.25	1904	9	1.50	33.33
	1900	10	1.25	1904	9	1.33½	18.52
Polishers,	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.00	1904	9	2.16	20.00
Sorters,	1900	10	1.25	1904	9	1.50	33.33
Starchers,	1900	10	1.25	1904	9	1.50	33.33
	1900	10	1.00	1904	9	1.25	33.33
Washers (hand),	1900	10	1.66½	1904	9	1.66½	11.11
	1900	10	1.25	1904	9	1.25	11.11
Washers (machine),	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.00	1904	9	2.50	33.33
	1900	10	2.00	1904	9	2.00	11.11
Machinists.							
Lathe tenders,	1900	10	2.00	1904	9	2.00	11.11
Machinists,	1900	10	3.00	1904	9	3.50	29.63
	1900	10	3.00	1904	9	3.00	11.11
	1900	10	2.75	1904	9	2.75	11.11
	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.50	1904	10	2.75	10.00
	1900	10	2.25	1904	9	2.25	11.11
Printing, Publishing, and Book-binding.							
Bookbinders,	1900	10	2.50	1904	10	3.00	20.00
	1900	10	2.00	1904	10	2.50	25.00
Compositors,	1900	10	2.83½	1904	9	3.00	17.65
	1900	9	2.66½	1904	9	3.20	20.00
	1900	8	2.50	1904	8	3.00	20.00
	1900	9	2.50	1904	9	2.83½	13.33
	1900	9	2.50	1904	9	2.75	10.00
	1900	8	2.33½	1904	8	2.66½	14.29
	1900	8	2.33½	1904	8	2.50	7.14
	1900	10	2.16½	1904	9	2.33½	19.66
	1900	8	2.00	1904	8	2.66½	33.33
	1900	8	2.00	1904	8	2.33½	16.67
	1900	9	2.00	1904	9	2.83½	41.67
	1900	9	2.00	1904	9	2.25	12.50
	1900	10	2.00	1904	10	2.50	25.00
	1900	10	2.00	1904	9	2.16½	20.37
	1900	10	1.50	1904	10	2.00	33.33
Compositors (foremen),	1900	9	4.16½	1904	9	5.00	20.00
Compositors (machine),	1900	8	2.50	1904	8	2.75	10.00
Folders,	1900	10	1.00	1904	10	1.25	25.00
	1900	10	0.83½	1904	10	1.00	20.00
Foremen,	1900	9	3.33½	1904	9	3.50	5.00
Helpers,	1900	10	1.66½	1904	10	2.33½	40.00
Press feeders,	1900	10	1.00	1904	9	1.25	33.33
Press feeders (machine),	1900	9	1.66½	1904	9	2.00	20.00
Pressmen,	1900	9	2.75	1904	9	3.00	9.09

* Machinery usually operated only five days a week.

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- age of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Printing, Publishing, and Book-binding—Con.							
Pressmen,	1900	10	\$1.83¼	1904	9	\$2.00	21.21
	1900	10	1.66⅔	1904	9	1.83¼	22.22
Pressmen (cylinder),	1900	10	2.00	1904	10	3.00	50.00
Pressmen (machine),	1900	9	3.00	1904	9	3.16⅔	5.56
Pressmen (machine) foremen,	1900	9	3.66⅔	1904	9	4.00	9.09
Pressmen (platen),	1900	10	2.00	1904	10	2.50	25.00
Pressmen's helpers,	1900	9	1.25	1904	9	1.50	20.00
	1900	8	1.50	1904	8	1.75	16.67
Proofreaders (composing room),	1900	9	2.50	1904	9	2.83¼	13.33
Proofreaders (head),	1900	9	2.83¼	1904	9	3.50	23.53
Stereotypers,	1900	8	2.50	1904	8	3.00	20.00
	1900	9	2.33¼	1904	9	2.50	7.14
Stereotypers' helpers,	1900	9	1.25	1904	9	1.50	20.00
	1900	8	2.00	1904	8	2.33¼	16.67
Shoe Factories.							
Bench girls (stitching room),	1900	10	2.00	1904	9	2.00	11.11
	1900	10	1.75	1904	9	1.75	11.11
	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.25	1904	9	1.25	11.11
	1900	10	1.00	1904	9	1.00	11.11
Cutters,	1900	10	2.50	1904	9	2.75	22.22
Cutters (linings),	1900	10	2.25	1904	9	2.50	23.46
Cutters (sole-leather room),	1900	10	1.50	1904	9	1.50	11.11
Cutters (soles),	1900	10	2.25	1904	9	2.25	11.11
	1900	10	2.00	1904	9	2.00	11.11
Helpers (sole-leather room),	1900	10	1.00	1904	9	1.00	11.11
Lining makers,	1900	10	0.80	1904	9	0.80	11.11
Packers,	1900	10	2.50	1904	9	2.50	11.11
	1900	10	2.00	1904	9	2.00	11.11
	1900	10	1.75	1904	9	1.75	11.11
	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.25	1904	9	1.25	11.11
	1900	10	1.00	1904	9	1.00	11.11
Pasters (stitching room),	1900	10	0.80	1904	9	0.80	11.11
Tack pullers and last boys,	1900	10	1.25	1904	9	1.25	11.11
	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.00	1904	9	1.00	11.11
	1900	10	0.80	1904	9	0.80	11.11
Sheet Metal Goods.							
Cornice makers,	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.50	1904	8	2.75	23.75
Cornice makers (foremen),	1900	9	3.00	1904	8	3.60	35.00
Cornice makers' apprentices,	1900	9	0.75	1904	8	0.75	12.50
Cornice makers' helpers,	1900	9	1.50	1904	8	1.50	12.50
Sheet metal workers,	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.75	1904	8	2.75	12.50
	1900	9	2.50	1904	8	3.00	35.00
	1900	8	2.00	1904	8	2.25	12.50
Sheet metal workers' helpers,	1900	9	1.50	1904	8	1.50	12.50
Steel workers (ceiling),	1900	9	2.25	1904	8	2.50	25.00
Stablemen.							
Stablemen,	1900	10	2.33¼	1904	10	2.66⅔	14.29
	1900	10	2.16⅔	1904	10	2.37½	9.62
	1900	10	2.00	1904	10	2.33¼	16.67
	1900	10	1.66⅔	1904	10	2.00	20.00
	1900	10	1.50	1904	10	1.83¼	22.22
Stablemen (brewery) first,	1900	10	2.83¼	1904	9	2.83¼	11.11
Stablemen (brewery) night,	1900	10	2.83¼	1904	9	2.83¼	11.11
Stablemen (brewery) other,	1900	10	2.33¼	1904	9	2.33¼	11.11
Stablemen (concreters),	1900	10	1.66⅔	1904	10	1.75	5.00
	1900	10	1.50	1904	10	1.66⅔	11.11
Stablemen (express),	1900	10	1.75	1904	10	2.00	14.29
Stablemen (wooden boxes),	1900	10	2.00	1904	10	2.25	12.50
Stone.							
Free-stone cutters,	1900	8	3.52	1904	8	4.00	13.64
Granite cutters,	1900	8	2.80	1904	8	3.00	7.14
	1900	9	2.80	1904	8	3.00	20.54
Quarrymen,	1900	9	1.80	1904	9	2.00	11.11
	1900	9	1.62	1904	9	1.80	11.11
Quarrymen (laborers),	1900	9	1.50	1904	9	1.62	8.00
Sandstone cutters,	1900	8	3.52	1904	8	4.00	13.64
Stoves and Furnaces.							
Blackens,	1900	10	1.50	1904	9	1.50	11.11
Buffers,	1900	10	2.25	1904	9	2.25	11.11
Core makers,	1900	10	2.00	1904	9	2.25	25.00
Flask makers,	1900	10	2.25	1904	9	2.25	11.11
Iron-pattern filers,	1900	10	1.83¼	1904	9	1.83¼	11.11

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Stoves and Furnaces—Con.							
Iron-pattern fitters,	1900	10	\$2.50	1904	9	\$2.50	11.11
Machinists,	1900	10	2.25	1904	9	2.25	11.11
Machinists' helpers,	1900	10	1.83½	1904	9	1.83½	11.11
Melters,	1900	10	3.00	1904	9	3.00	11.11
Mounters,	1900	10	2.00	1904	9	2.00	11.11
Nickel platers,	1900	10	3.00	1904	9	3.00	11.11
Plate-iron workers,	1900	10	2.00	1904	9	2.00	11.11
Tin and sheet-iron workers,	1900	10	2.50	1904	9	2.50	11.11
Wood-pattern makers,	1900	10	2.75	1904	9	3.00	21.21
Switchmen.							
Surface, day	1900	10	2.00	1904	10	2.20	10.00
Surface, night	1900	10	2.00	1904	10	2.30	15.00
Teamsters.							
Bakery (one horse),	1900	10	1.66¾	1904	10	1.75	5.00
	1900	12	*1.66¾	1904	12	*2.00	20.00
Bottling, brewery (one horse),	1900	†10	2.33½	1904	†8	2.33½	13.84
Bottling, brewery (two horse),	1900	10	2.50	1904	§10	2.50	5.56
Brewery (depot—two horse),	1900	10	2.66¾	1904	9	2.66¾	11.11
Brewery (route—two horse),	1900	10	2.83½	1904	9	2.83½	11.11
Brewery (strickers),	1900	10	2.16¾	1904	9	2.16¾	11.11
Building,	1900	10	1.75	1904	9	1.75	11.11
Builders' finish,	1900	10	1.50	1904	10	1.58½	5.56
Concreters,	1900	10	1.50	1904	10	1.75	16.67
Concreters and roofers,	1900	10	1.66¾	1904	10	1.75	5.00
Express,	1900	10	1.75	1904	10	2.00	14.29
Foremen,	1900	10	3.33½	1904	10	4.25	27.50
	1900	10	2.50	1904	10	3.66¾	46.67
	1900	10	2.50	1904	10	3.00	20.00
	1900	10	2.50	1904	10	2.66¾	6.67
	1900	10	2.33½	1904	10	3.00	28.57
	1900	10	2.33½	1904	10	2.83½	21.48
	1900	10	2.33½	1904	10	2.66¾	14.29
	1900	10	2.33½	1904	10	2.50	7.14
	1900	10	2.00	1904	10	2.33½	16.67
	1900	10	1.83½	1904	10	2.16¾	18.18
Furniture movers,	1900	10	1.75	1904	10	2.00	14.29
Furniture movers' helpers,	1900	10	1.50	1904	10	1.75	16.67
	1900	10	1.25	1904	10	1.50	20.00
Gas and steam fitters,	1900	10	1.75	1904	10	2.00	14.29
Helpers,	1900	10	2.00	1904	10	2.33½	16.67
	1900	10	1.83½	1904	10	2.16¾	18.18
	1900	10	1.66¾	1904	10	2.33½	40.00
	1900	10	1.66¾	1904	10	2.16¾	30.00
	1900	10	1.66¾	1904	10	2.00	20.00
	1900	10	1.50	1904	10	1.75	16.67
Iron foundries,	1900	9	1.75	1904	9	2.00	14.29
Laundries,	1900	10	1.75	1904	9	1.83½	16.40
	1900	10	1.66¾	1904	9	1.66¾	11.11
Piano and furniture (one horse),	1900	10	1.50	1904	10	1.75	16.67
Piano and furniture (two horse),	1900	11	2.16¾	1904	10	2.33½	18.46
	1900	10	1.75	1904	10	2.00	14.29
Piano and furniture helpers,	1900	10	2.00	1904	10	2.16¾	19.17
Stone cutting (one horse),	1900	10	2.00	1904	10	2.25	12.50
Wood, coal, and grain (one horse),	1900	10	1.75	1904	10	2.00	14.29
Wood, coal, and grain (two horse),	1900	10	1.75	1904	10	2.25	28.57
Wooden boxes (one horse),	1900	10	1.66¾	1904	10	2.00	20.00
Wooden boxes (two horse),	1900	10	2.00	1904	10	2.33½	16.67
One horse,	1900	10	2.00	1904	10	2.33½	16.67
	1900	10	2.00	1904	10	2.25	12.50
	1900	10	1.83½	1904	10	2.00	9.09
	1900	10	1.75	1904	9	2.00	26.98
	1900	10	1.75	1904	10	2.00	14.29
	1900	10	1.66¾	1904	10	2.00	20.00
	1900	10	1.66¾	1904	10	1.87½	12.50
	1900	10	1.66¾	1904	10	1.83½	10.00
	1900	10	1.50	1904	10	2.00	33.33
	1900	10	1.50	1904	9	1.50	11.11
	1900	10	1.33½	1904	9	1.33½	11.11
	1900	10	1.25	1904	10	1.50	20.00
	1900	10	1.25	1904	9	1.25	11.11
Two horse,	1900	10	2.16¾	1904	10	2.50	15.38
	1900	10	2.16¾	1904	10	2.33½	7.69
	1900	10	2.08	1904	10	2.33½	12.18
	1900	10	2.00	1904	10	2.33½	16.67
	1900	10	2.00	1904	9	2.25	25.00
	1900	10	1.83½	1904	10	2.33½	27.27
	1900	10	1.83½	1904	10	2.00	9.09
	1900	10	1.66¾	1904	9	1.66¾	11.11
	1900	10	1.50	1904	10	1.83½	22.22
	1900	10	1.50	1904	9	1.50	11.11

* Also commission of \$3 a week.

† Six months nine hours, six months eight hours.

† Eight months 10 hours, four months nine hours.

§ Six months 10 hours six months nine hours.

BRANCHES OF OCCUPATIONS.	COMPARISONS						Percent- ages of Increase in the Cost of Production
	Years	Hours	Daily Pay	Years	Hours	Daily Pay	
Teamsters — Con.							
Three horse,	1900	10	\$2.16%	1904	10	\$2.50	15.38
	1900	10	2.00	1904	10	2.50	25.00
Three or four horse,	1900	10	1.75	1904	9	1.75	11.11
Four horse,	1900	10	2.33½	1904	10	2.66½	14.29
	1900	10	1.66%	1904	10	2.16%	30.00
Five horse,	1900	10	2.00	1904	10	2.33½	16.67
Harness cleaners,	1900	10	1.50	1904	10	1.75	16.67
Tinsmiths.							
Tinsmiths,	1900	9	3.00	1904	8	3.00	12.50
	1900	9	2.50	1904	8	2.75	23.75
	1900	8	2.50	1904	8	2.75	10.00
	1900	9	2.50	1904	8	2.50	12.50
	1900	8	2.25	1904	8	2.50	11.11
Tinsmiths' helpers,	1900	9	1.50	1904	8	1.50	12.50
Tool Sharpeners.							
Tool sharpeners,	1900	8	2.80	1904	8	3.00	7.14
Upholsterers.							
Upholsterers,	1900	10	2.75	1904	10	3.00	9.09
	1900	10	2.50	1904	10	3.00	20.00
	1900	10	2.25	1904	10	2.50	11.11
	1900	10	1.83½	1904	10	2.00	9.09
	1900	10	1.75	1904	10	2.00	14.29
Watchmen.							
Day,	1900	10	1.66%	1904	10	2.00	20.00
Night,	1900	10	1.66%	1904	10	2.33½	40.00
Night (brewery),	1900	10	3.00	1904	9	3.33½	23.46
	1900	10	2.66%	1904	9	2.83½	18.06

A classification of the percentages forms an instructive presentation.

CLASSIFICATION OF PERCENTAGES.	Number of Reports for Branches of Occupations with Specified Percentages	Percent- ages	CLASSIFICATION OF PERCENTAGES.	Number of Reports for Branches of Occupations with Specified Percentages	Percent- ages
Under 10,	33	6.89	40 but under 50,	12	2.51
10 but under 15,	251	52.40	50 but under 60,	6	1.25
15 but under 20,	47	9.81	60 and over,	2	0.42
20 but under 30,	97	20.25			
30 but under 40,	31	6.47	TOTALS,	479	100.00

In 251 instances, or 52.40 per cent, the increase in the cost of production, due to the causes under consideration, was 10 but under 15 per cent; in 97 branches, or 20.25 per cent, the increase was 20 but under 30 per cent. In 12 branches the increase was 40 but under 50 per cent. These branches were —

Bottling — First workmen,	46.36 per cent.
Rackers,	47.99 per cent.
Bread, Cake, and Pastry — Benchmen, day,	44.44 per cent.
Building — Painters, house,	40.63 per cent.
Sign writers (foremen),	44.64 per cent.
Tile masons' helpers,	44.64 per cent.
Firemen — Box factory,	48.15 per cent.
Printing, Publishing, and Bookbinding — Compositors,	41.67 per cent.
Helpers,	40.00 per cent.
Teamsters — Foremen,	46.67 per cent.
Helpers,	40.00 per cent.
Watchmen — Night,	40.00 per cent.

In six instances the increase was 50 but under 60 per cent. They were —

<i>Building — Painters, sign,</i>	56.25 per cent.
<i>Sign,</i>	50.00 per cent.
<i>Sign writers' apprentices,</i>	50.00 per cent.
<i>Sign writers' helpers,</i>	50.00 per cent.
<i>Tile masons' helpers,</i>	50.00 per cent.
<i>Printing, Publishing, and Bookbinding — Pressmen (cylinder),</i>	50.00 per cent.

In two instances the increase was over 60 per cent. They were —

<i>Bottling — Labelers,</i>	62.63 per cent.
<i>Bread, Cake, and Pastry — Foremen, pastry (day),</i>	66.67 per cent.

Considering the branches of occupations in detail as regards percentages, omitting those where the number of branches reporting a specified increase was less than five, we secure the following result :

In six branches of occupations the increase in the cost of production, due to reduced hours of labor, increased pay, or both causes combined, was 7.14 per cent ; in six branches, 9.09 per cent ; in eight branches, 10 per cent ; in 142 branches, 11.11 per cent ; in 74 branches, 12.50 per cent ; in 18 branches, 14.29 per cent ; in 28 branches, 16.67 per cent ; in 28 branches, 20 per cent ; in six branches, 23.75 per cent ; in 27 branches, 25 per cent ; in five branches, 28.57 per cent ; in nine branches, 33.33 per cent ; and in seven branches, 38.89 per cent. The general average was 17.27 per cent, the extremes being five per cent and 66.67 per cent.

A text table is appended which shows for each industry the “range,” or highest and lowest percentages, and also the average percentage for the industry.

<i>Bottling,</i>	Range: 5.56 to 62.63 per cent. Average, 24.41.
<i>Bozes (Wooden),</i>	Range: 21.21 to 37.17 per cent. Average, 29.19.
<i>Bread, Cake, and Pastry,</i>	Range: 11.11 to 66.67 per cent. Average, 23.77.
<i>Breweries,</i>	Range: 11.11 to 25.00 per cent. Average, 12.04.
<i>Building,</i>	Range: 6.67 to 56.25 per cent. Average, 18.33.
<i>Carriages,</i>	Range: 11.11 to 12.50 per cent. Average, 11.18.
<i>Electrical Workers,</i>	Range: 12.50 to 22.73 per cent. Average, 17.62.
<i>Engineers,</i>	Range: 11.11 to 31.25 per cent. Average, 21.81.
<i>Firemen,</i>	Range: 12.50 to 48.15 per cent. Average, 21.73.
<i>Iron Foundries,</i>	Range: 10.00 to 20.00 per cent. Average, 12.46.
<i>Laborers,</i>	Range: 11.11 to 16.67 per cent. Average, 13.89.
<i>Laundries,</i>	Range: 11.11 to 38.89 per cent. Average, 21.51.

<i>Machinists,</i>	Range: 10.00 to 29.63 per cent. Average, 13.60.
<i>Printing, Publishing, and Bookbinding,</i>	Range: 5.00 to 50.00 per cent. Average, 20.21.
<i>Shoe Factories,</i>	Range: 11.11 to 23.46 per cent. Average, 12.13.
<i>Sheet Metal Goods,</i>	Range: 12.50 to 35.00 per cent. Average, 18.75.
<i>Stablemen,</i>	Range: 5.00 to 22.22 per cent. Average, 13.25.
<i>Stone,</i>	Range: 7.14 to 20.54 per cent. Average, 12.17.
<i>Stoves and Furnaces,</i>	Range: 11.11 to 25.00 per cent. Average, 12.82.
<i>Switchmen,</i>	Range: 10.00 to 15.00 per cent. Average, 12.50.
<i>Teamsters,</i>	Range: 5.00 to 46.67 per cent. Average, 16.79.
<i>Tinsmiths,</i>	Range: 10.00 to 23.75 per cent. Average, 13.73.
<i>Tool Sharpeners,</i>	— — — — — Average, 7.14.
<i>Upholsterers,</i>	Range: 9.09 to 20.00 per cent. Average, 12.72.
<i>Watchmen,</i>	Range: 18.06 to 40.00 per cent. Average, 25.38.

The averages as regards the 25 industries are summarized below.

CLASSIFICATION OF PERCENTAGES.	Number of Industries Reporting Specified Percentages of Increase	CLASSIFICATION OF PERCENTAGES.	Number of Industries Reporting Specified Percentages of Increase
Under 10,	1	25 but under 30,	2
10 but under 15,	12	Whole Number of Industries Reporting,	25
15 but under 20,	4		
20 but under 25,	6		

As has been stated, reduced hours of labor and increased pay are but two of many influences that increase the cost of production and cause higher prices. The other causes cannot be so accurately measured and brought to a percentage basis as we have done with hours of labor and pay. Whatever their influence, it tends to increase the cost of production, and will continue to do so until a reduction in profits, economy in administration, the saving of waste, improvements in machinery, and increased efficiency of the workman overcome the various elements that have increased the cost of production. Until this occurs, prices will remain high. If hours are still further reduced and pay increased, the problem will, from the manufacturers' standpoint, become still more difficult of solution, unless a material reduction takes place in the price of raw materials, rates of transportation, and the profits of middlemen not directly connected with productive industries.

We close our consideration of the subject with the presentation of a table which gives for each of the branches of occupation the daily working hours and daily pay in the years 1900, 1901, 1902, 1903, and 1904. The

table shows in a graphic manner the downward movements in hours of labor and the upward movements in daily pay, but this daily pay should not be multiplied by six to obtain the weekly wage, for statistics of actual weekly earnings show that this assumed weekly wage is often largely reduced by sickness, bad weather, shortage of materials, and lack of work.

Comparative Hours and Daily Pay, by Occupations : 1900-1904.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Bottling.										
Bottlers,	10	\$2.33 $\frac{1}{2}$	10	\$2.33 $\frac{1}{2}$	10	\$2.33 $\frac{1}{2}$	10	\$2.33 $\frac{1}{2}$	*9	\$2.33 $\frac{1}{2}$
First workmen,	†10	2.33 $\frac{1}{2}$	9	2.33 $\frac{1}{2}$	†9	2.33 $\frac{1}{2}$	†9	2.33 $\frac{1}{2}$	†8	3.00
Foremen,	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	*9	2.66 $\frac{2}{3}$
Helpers,	10	2.00	10	2.00	10	2.00	10	2.00	*9	2.00
Labelers,	†10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	†9	1.66 $\frac{2}{3}$	†9	1.66 $\frac{2}{3}$	†8	1.66 $\frac{2}{3}$
Machine operators,	10	2.33 $\frac{1}{2}$	10	2.33 $\frac{1}{2}$	10	2.33 $\frac{1}{2}$	10	2.33 $\frac{1}{2}$	*9	2.33 $\frac{1}{2}$
Packers,	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	*9	2.16 $\frac{2}{3}$
Rackers,‡	†10	2.00	9	2.00	*9	2.00	*9	2.00	†8	2.33 $\frac{1}{2}$
Workmen,	†10	1.50	9	1.66 $\frac{2}{3}$	†9	2.00	†9	2.00	†8	2.16 $\frac{2}{3}$
					†9	1.66 $\frac{2}{3}$	†9	1.66 $\frac{2}{3}$	†8	1.66 $\frac{2}{3}$
Boxes (Wooden).										
Boxmakers,	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	9	2.00	9	2.00
	10	1.35	10	1.35	10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$
Bread, Cake, and Pastry.										
Bakers,	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.50	10	2.50	10	2.50
Bakers (foremen),	10	2.50	10	2.50	10	2.50	10	3.00	10	3.00
Bench men (day),	10	1.50	10	1.66 $\frac{2}{3}$	10	1.83 $\frac{1}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$
Bench men (night),	10	2.00	10	2.00	10	2.50	10	2.50	10	2.50
Foremen, bread (night),	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$
Foremen (day),	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	3.00	10	3.00	10	3.16 $\frac{2}{3}$
Foremen, doughnut (day),	10	3.00	10	3.00	10	3.00	10	3.33 $\frac{1}{3}$	10	3.33 $\frac{1}{3}$
Foremen (night),	10	2.50	10	2.50	10	2.50	10	3.00	10	3.00
Foremen, pastry (day),	10	3.00	10	3.00	10	3.00	10	3.33 $\frac{1}{3}$	10	3.33 $\frac{1}{3}$
Foremen, pastry (night),	10	2.00	10	2.50	10	2.66 $\frac{2}{3}$	10	3.00	10	3.33 $\frac{1}{3}$
Second hands,	10	2.50	10	2.50	10	2.50	10	2.83 $\frac{1}{3}$	10	2.83 $\frac{1}{3}$
Shipping clerks,	-	-	10	2.50	10	2.50	10	3.00	10	3.00
	-	-	10	2.00	10	2.00	10	2.50	10	2.50
Breweries.										
Bung starters,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Coolers,	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
First men (brew house),	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
First men (cellar),	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
First men (fermenting room),	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
First men (wash house),	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
Floor men,	10	2.83 $\frac{1}{3}$	10	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$
	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
Floor men (malt and hops),	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
Foremen,	10	3.33 $\frac{1}{3}$	10	3.33 $\frac{1}{3}$	10	4.16 $\frac{2}{3}$	10	4.16 $\frac{2}{3}$	10	4.16 $\frac{2}{3}$
Grain men,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Tap keepers,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Wash-house men,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Workmen (cellar, fermenting room, and brew house),	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
Building.										
Bricklayers,	8	3.75	8	3.75	8	4.00	8	4.00	8	4.00
	8	3.60	8	3.60	8	4.00	8	4.00	8	4.00
	8	3.60	8	3.60	8	3.60	8	4.00	8	4.00
	9	3.60	9	3.60	8	3.60	8	3.60	8	3.60
Bricklayers (foremen),	8	3.36	8	3.36	8	3.36	8	3.60	8	3.60
Bricklayers' tenders,	8	4.10	8	4.10	8	4.50	8	4.50	8	4.50
	8	1.75	8	1.75	8	1.75	8	2.00	8	2.00
	8	1.50	8	1.50	8	1.50	8	1.75	8	1.75
Brick masons,	9	3.75	9	3.75	8	3.75	8	3.75	8	3.75
	9	3.50	9	3.50	8	3.50	8	3.50	8	3.50
	9	3.25	9	3.25	8	3.60	8	3.60	8	3.60
	9	3.25	9	3.25	8	3.25	8	3.25	8	3.25
	9	3.24	9	3.24	8	3.60	8	3.60	8	3.60
Brick masons (hod carriers),	9	1.75	9	2.00	9	2.00	9	2.00	9	2.00
Brick masons (mortar men),	9	2.00	9	2.00	9	2.25	9	2.25	9	2.25
Brick masons (mortar men and hod carriers),	9	1.50	9	1.50	9	1.75	9	1.75	9	1.75

* Six months 10 hours, six months nine hours.

† Eight months 10 hours, four months nine hours.

‡ Six months nine hours, six months eight hours.

§ Machine bottlers. Work done by hand previous to 1901.

Comparative Hours and Daily Pay, by Occupations : 1900-1904 — Continued.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Building — Con.										
Brick masons' laborers, . . .	10	\$1.50	10	\$1.50	10	\$1.75	10	\$1.75	10	\$1.75
Brick masons' tenders, . . .	9	1.50	9	1.75	9	1.75	9	1.75	9	1.75
Carpenters,	9	2.50	8	2.50	8	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	2.50	9	2.50	8	2.50	8	2.50	8	2.50
	8	2.40	8	2.50	8	2.75	8	2.75	8	2.75
	9	2.25	8	2.50	8	2.75	8	2.75	8	2.75
Carpenters (foremen), . . .	8	3.00	8	3.00	8	3.25	8	3.25	8	3.25
Carpenters (inside), . . .	9	2.88	8	2.92	8	3.20	8	3.20	8	3.20
	9	3.25	9	3.25	9	3.25	8	3.25	8	3.25
	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.00
	9	2.75	9	2.75	8	2.75	8	2.75	8	2.75
	9	2.75	9	2.75	9	2.75	8	2.75	8	2.75
	9	3.50	8	2.50	8	2.75	8	2.75	8	2.75
	9	2.50	9	2.75	9	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	2.50	8	2.50	8	2.50	8	2.50	8	2.50
	9	2.25	9	2.25	9	2.50	8	2.50	8	2.50
Carpenters (mill hands), . .	9	3.25	9	3.25	9	3.25	8	3.50	8	3.50
Carpenters (outside), . . .	9	2.25	9	2.25	9	2.50	8	2.50	8	2.50
	9	2.25	9	2.25	9	2.25	8	2.25	8	2.25
	9	3.25	8	2.25	8	2.25	8	2.25	8	2.25
	9	2.00	9	2.00	9	2.00	8	2.00	8	2.00
	8	1.75	9	1.75	9	1.75	8	2.00	8	2.00
Carpenters' helpers, . . .	8	1.50	8	1.50	8	1.50	8	1.50	8	1.75
	8	1.50	8	1.50	8	1.50	8	1.75	8	1.75
Concreters,	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	9	2.00	9	2.25	9	2.25	9	2.25	9	2.25
	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	10	2.00	10	2.00	9	2.00	9	2.00	9	2.00
	10	1.75	10	1.75	9	1.75	9	1.75	9	1.75
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
Concreters' helpers, . . .	10	1.50	10	1.50	10	1.50	9	1.50	9	1.50
	9	1.25	9	1.25	9	1.50	9	1.50	9	1.50
Glaziers,	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
Laborers (building), . . .	9	1.75	9	1.75	9	1.75	8	1.75	8	1.75
	9	1.75	9	1.75	8	1.75	8	1.75	8	1.75
	9	1.50	9	1.50	8	1.75	8	1.75	8	1.75
	9	1.50	8	1.50	8	1.50	8	1.75	8	1.75
	9	1.50	9	1.50	9	1.50	9	1.50	9	1.75
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
Laborers (excavators), . . .	10	1.75	10	1.75	9	2.00	9	2.00	9	2.00
Painters (fresco),	9	5.00	8	5.00	8	5.00	8	5.00	8	5.00
	9	5.00	9	5.00	8	5.00	8	5.00	8	5.00
	9	3.50	9	3.50	9	3.50	8	3.50	8	3.50
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.25
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.00
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	2.25	9	2.25	9	2.50	8	2.50	8	2.50
Painters (fresco) helpers, . .	9	2.00	8	2.00	8	2.00	8	2.00	8	2.00
	9	1.00	8	1.00	8	1.00	8	1.00	8	1.00
Painters (hardwood finishers), .	9	2.50	9	2.50	9	2.50	9	2.50	8	2.75
Painters (house),	9	2.75	9	2.75	9	2.75	8	2.75	8	2.75
	9	2.65	9	2.65	9	2.65	8	2.65	8	2.65
	9	2.56	9	2.56	9	2.56	8	2.56	8	2.56
	9	2.50	8	2.50	8	2.50	8	3.00	8	3.00
	9	2.50	9	2.50	8	2.50	8	3.00	8	3.00
	9	2.50	9	2.50	8	2.50	8	2.50	8	2.80
	9	2.50	9	2.50	9	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	2.25	9	2.25	9	2.25	8	2.35	8	2.50
	9	2.25	9	2.25	9	2.25	8	2.35	8	2.35
	9	2.25	9	2.25	9	2.25	8	2.35	8	2.25
	9	2.00	9	2.00	9	2.25	9	2.25	8	2.50
	9	2.00	9	2.00	9	2.00	8	2.00	8	2.00
Painters (house) foremen, . .	9	2.75	9	2.75	8	2.75	8	2.75	8	3.00
Painters (sign),	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	10	2.50	10	2.50	10	2.50	10	2.50	8	3.00
	10	2.00	10	2.00	10	2.00	10	2.00	8	2.50
Painters (sign writers), . . .	9	3.16 $\frac{2}{3}$	9	3.16 $\frac{2}{3}$	9	3.50	8	3.50	8	3.50
	9	3.00	9	3.00	9	3.00	8	3.50	8	3.50
	9	2.75	9	2.75	9	3.00	8	3.00	8	3.00
Painters (sign writers) appren- tices,	9	0.75	9	0.75	9	1.00	8	1.00	8	1.00
Painters (sign writers) foremen,	9	3.50	9	3.50	9	4.00	8	4.50	8	4.50
Painters (sign writers) helpers,	9	1.50	9	1.50	9	2.00	8	2.00	8	2.00
	9	1.50	9	1.50	9	1.66 $\frac{2}{3}$	8	2.00	8	2.00
Paper-hangers,	9	3.00	8	3.00	8	3.00	8	3.00	8	3.00
	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	2.75	8	2.75	8	3.00	8	3.00	8	3.00
	9	2.56	9	2.56	9	2.56	8	2.56	8	2.56

Comparative Hours and Daily Pay, by Occupations : 1900-1904—Continued.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Building—Con										
Paper-hangers,	9	\$2.50	8	\$2.50	8	\$3.00	8	\$3.00	8	\$3.00
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	2.25	9	2.25	9	2.25	8	2.25	8	2.50
	9	2.25	9	2.25	9	2.25	8	2.38	8	2.38
Plasterers,	8	3.75	8	3.75	8	4.00	8	4.00	8	4.00
	8	3.60	8	3.60	8	4.00	8	4.00	8	4.00
	9	3.25	9	3.25	8	3.25	8	3.25	8	3.25
Plasterers' tenders,	9	1.50	9	1.50	9	1.50	9	1.75	9	1.75
	9	1.50	9	1.50	9	1.75	9	1.75	9	1.75
Plumbers,	9	3.50	8	3.50	8	3.50	8	3.50	8	3.50
	9	3.50	9	3.50	8	3.50	8	3.50	8	3.50
	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.00
Plumbers' helpers,	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	9	1.50	9	1.50	8	1.50	8	1.50	8	1.50
	9	1.50	9	1.50	9	1.50	8	1.50	8	1.50
	9	1.25	9	1.25	8	1.25	8	1.25	8	1.25
	9	1.25	9	1.25	8	1.25	8	1.25	8	1.25
Roofers (gravel),	9	2.00	9	2.00	9	2.00	8	2.00	8	2.00
	9	2.70	9	2.70	9	2.70	9	3.00	9	3.00
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
	9	2.00	9	2.25	9	2.25	9	2.25	9	2.25
	10	2.00	10	2.00	9	2.25	9	2.25	9	2.25
	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	10	1.75	10	1.75	9	1.75	9	1.75	9	1.75
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$
Roofers (gravel) foremen,	10	2.50	10	2.50	9	3.00	9	3.00	9	3.00
Roofers (gravel) helpers,	9	2.00	9	2.00	9	2.00	9	2.25	9	2.25
	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
	9	1.50	9	1.75	9	1.75	9	1.75	9	1.75
	10	1.65	10	1.65	9	2.00	9	2.00	9	2.00
	10	1.50	10	1.50	9	1.75	9	1.75	9	1.75
Roofers (slate),	9	3.20	9	3.20	9	3.20	8	3.20	8	3.20
	10	3.50	10	3.50	10	3.50	8	3.50	8	3.50
	9	2.70	9	2.70	9	2.70	9	3.00	9	3.00
	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Roofers (slate) foremen,	10	4.00	10	4.00	10	4.00	8	4.00	8	4.00
Roofers (slate) helpers,	9	2.00	9	2.00	9	2.00	9	2.25	9	2.25
	9	2.00	9	2.00	9	2.00	8	2.00	8	2.00
Roofers (tin),	9	2.70	9	2.70	9	2.70	9	3.00	9	3.00
Roofers (tin) helpers,	9	1.80	9	1.80	9	1.80	9	2.10	9	2.10
Roofers' helpers (not speci- fied),	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
Steamfitters,	9	4.00	9	4.00	9	4.00	8	4.00	8	4.00
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.00
	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	2.75	9	2.75	9	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.50	9	2.75	9	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
Steamfitters' helpers,	9	1.50	9	1.50	9	1.50	8	1.50	8	1.50
	9	1.50	9	1.50	8	1.50	8	1.50	8	1.50
Stone masons,	9	3.25	9	3.25	8	3.60	8	3.60	8	3.60
	9	3.24	9	3.24	8	3.60	8	3.60	8	3.60
	8	3.20	8	3.20	8	3.60	8	3.60	8	3.60
	9	3.25	9	3.25	8	3.25	8	3.25	8	3.25
	9	3.00	9	3.00	9	3.00	9	3.00	8	3.20
Stone masons' helpers,	8	1.75	8	2.00	8	2.00	8	2.00	8	2.00
Stone masons (setters),	9	3.60	9	3.60	8	3.60	8	3.60	8	3.60
Stone masons' tenders,	9	1.50	9	1.50	9	1.75	9	1.75	9	1.75
	9	1.75	9	1.75	9	1.75	9	1.75	8	1.75
	8	2.25	8	2.25	8	2.40	8	2.40	8	2.40
	9	1.75	9	1.75	8	2.00	8	2.00	8	2.00
	9	1.75	9	1.75	8	1.75	8	1.75	8	1.75
Tile masons,	9	4.05	8	4.05	8	4.05	8	4.50	8	4.50
	8	3.50	8	3.50	8	4.50	8	4.50	8	4.50
	8	3.50	9	3.50	9	4.00	9	4.00	8	4.25
	8	2.50	8	2.50	8	3.00	8	3.00	8	3.00
Tile masons' helpers,	8	2.00	8	2.00	8	2.50	8	2.50	8	2.50
	9	1.75	9	1.75	9	1.75	9	2.00	8	2.25
	8	1.75	8	1.75	8	2.00	8	2.00	8	2.00
	9	1.50	8	1.50	8	1.50	8	1.50	8	2.00
Woodworkers (mill hands),	10	3.66 $\frac{2}{3}$	10	3.66 $\frac{2}{3}$	10	3.66 $\frac{2}{3}$	9	3.66 $\frac{2}{3}$	9	3.66 $\frac{2}{3}$
	10	3.00	10	3.00	10	3.00	9	3.00	9	3.00
	10	2.75	10	2.75	10	2.75	9	2.75	9	2.75
	10	2.50	10	2.50	10	2.50	9	3.50	9	2.50
	9	2.50	9	2.50	8	2.50	8	2.50	8	2.50
	10	2.25	10	2.25	10	2.25	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	9	2.00	9	2.00	8	2.00	8	2.00	8	2.00
	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
Woodworkers (mill hands) help- ers,	10	1.00	10	1.25	10	1.25	9	1.25	9	1.25

Comparative Hours and Daily Pay, by Occupations : 1900-1904 — Continued.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Carriages.										
Blacksmiths,	10	\$2.75	10	\$2.75	10	\$2.75	9	\$2.75	9	\$2.75
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
Blacksmiths' helpers,	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
Painters,	10	3.00	10	3.00	10	3.00	9	3.00	9	3.00
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
Painters (assistant),	10	1.50	10	1.50	10	1.50	9	1.50	9	1.50
	10	1.25	10	1.25	10	1.25	9	1.25	9	1.25
Trimmers,	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.70	9	2.70
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
Woodworkers,	10	3.25	10	3.25	10	3.25	9	3.25	9	3.25
	10	3.00	10	3.00	10	3.00	9	3.00	9	3.00
	10	2.75	10	2.75	10	2.75	9	2.75	9	2.75
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
Woodworkers' helpers,	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
	10	1.50	10	1.50	10	1.50	9	1.50	9	1.50
Electrical Workers.										
Electrical workers,	9	2.75	9	2.75	9	2.75	8	3.00	8	3.00
Apprentices,	9	2.00	9	2.00	9	2.00	8	2.00	8	2.00
Engineers.										
Box factory,	10	2.00	10	2.00	10	2.00	9	2.25	9	2.25
Brewery,	9	4.16 $\frac{2}{3}$	9	4.16 $\frac{2}{3}$	9	4.16 $\frac{2}{3}$	8	4.66 $\frac{2}{3}$	8	4.66 $\frac{2}{3}$
Brewery (assistant),	9	3.00	9	3.00	9	3.00	8	3.50	8	3.50
Holding,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Quarry,	9	2.00	9	2.00	9	2.25	9	2.50	9	2.50
	9	2.00	9	2.00	9	2.00	9	2.25	9	2.25
Firemen.										
Box factory,	10	1.50	10	1.50	10	1.50	9	2.00	9	2.00
Brewery,	9	3.00*	9	3.00	8	3.00	8	3.00	8	3.00
	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	8	3.00	8	3.00	8	3.00
	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	8	2.83 $\frac{1}{3}$	8	2.83 $\frac{1}{3}$	8	2.83 $\frac{1}{3}$
Laundry,	10	1.75	10	1.75	9	1.75	9	1.83 $\frac{1}{3}$	9	1.83 $\frac{1}{3}$
Iron Foundries.										
Laborers,	9	1.50	9	1.50	9	1.75	9	1.75	9	1.75
	9	1.25	9	1.25	9	1.50	9	1.50	9	1.50
Melters,	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
	9	1.75	9	1.75	9	2.00	9	2.00	9	2.00
Molders,	9	3.25	9	3.25	9	3.60	9	3.60	9	3.60
	10	3.00	10	3.00	10	3.00	9	3.60	9	3.00
	10	2.75	10	2.75	10	2.75	9	2.75	9	2.75
	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
	9	2.50	9	2.50	9	2.75	9	2.75	9	2.75
	9	2.25	9	2.25	9	2.50	9	2.50	9	2.50
	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
	9	2.00	9	2.00	9	2.25	9	2.25	9	2.25
Molders' helpers,	10	1.50	10	1.50	10	1.50	9	1.50	9	1.50
Laborers.										
Laborers (general),	8	1.50	8	1.75	8	1.75	8	1.75	8	1.75
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
Laundries.*										
Bookkeepers,	10	1.75	10	1.75	9	1.75	9	2.00	9	2.00
Bundlers,	10	1.33 $\frac{1}{3}$	10	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
	10	1.00	10	1.00	10	1.00	9	1.00	9	1.00
Clerks,	10	1.25	10	1.25	10	1.25	9	1.25	9	1.25
Ironers,	10	1.33 $\frac{1}{3}$	10	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
	10	1.25	10	1.25	9	1.25	9	1.25	9	1.25
	10	1.25	10	1.25	10	1.50	9	1.50	9	1.50
Ironers (fancy),	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
	10	1.25	10	1.25	10	1.25	10	1.50	10	1.50
	10	1.00	10	1.00	10	1.00	10	1.25	9	1.25
Ironers (machine),	10	1.33 $\frac{1}{3}$	10	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
Ironers (shirt),	10	1.33 $\frac{1}{3}$	10	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
Manglers,	10	1.25	10	1.25	9	1.25	9	1.25	9	1.25
	10	1.00	10	1.00	10	1.00	9	1.25	9	1.25
Manglers (apprentices),	10	0.50	10	0.50	10	0.60	9	0.60	9	0.60
Markers,	10	1.00	10	1.00	10	1.25	9	1.25	9	1.25
Markers and sorters,	10	1.25	10	1.25	9	1.25	9	1.50	9	1.50
	10	1.25	10	1.25	9	1.25	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
Polishers,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
	10	2.00	10	2.00	9	2.00	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$
Sorters,	10	1.25	10	1.25	10	1.25	9	1.50	9	1.50

* Machinery usually operated only five days a week.

Comparative Hours and Daily Pay, by Occupations : 1900-1904—Continued.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Laundries—Con.										
Starchers,	10	\$1.25	10	\$1.25	9	\$1.25	9	\$1.50	9	\$1.50
Washers (hand),	10	1.00	10	1.00	10	1.00	10	1.00	9	1.25
Washers (machine),	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$
Washers (machine),	10	1.25	10	1.25	9	1.25	9	1.25	9	1.25
Washers (machine),	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Washers (machine),	10	2.00	10	2.00	10	2.50	9	2.50	9	2.50
Washers (machine),	10	2.00	10	2.00	9	2.00	9	2.00	9	2.00
Machinists.										
Lathe tenders,	10	2.00	10	2.00	10	2.00	9	2.00	9	2.00
Machinists,	10	3.00	10	3.00	10	3.25	9	3.25	9	3.50
Machinists,	10	3.00	10	3.00	10	3.00	9	3.00	9	3.00
Machinists,	10	2.75	10	2.75	10	2.75	9	2.75	9	2.75
Machinists,	10	2.50	10	2.50	10	2.50	9	2.50	9	2.50
Machinists,	10	2.50	10	2.50	10	2.75	10	2.75	10	2.75
Machinists,	10	2.25	10	2.25	10	2.25	9	2.25	9	2.25
Printing, Publishing, and Bookbinding.										
Bookbinders,	10	2.50	10	2.50	10	2.50	10	3.00	10	3.00
Bookbinders,	10	2.00	10	2.00	10	2.00	10	2.50	10	2.50
Compositors,	10	2.83 $\frac{1}{3}$	9	3.00	9	3.00	9	3.00	9	3.00
Compositors,	9	2.66 $\frac{2}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	3.20
Compositors,	8	2.50	8	2.50	8	2.50	8	3.00	8	3.00
Compositors,	9	2.50	9	2.75	9	2.75	9	2.75	9	2.83 $\frac{1}{3}$
Compositors,	9	2.50	9	2.50	9	2.50	8	2.50	9	3.75
Compositors,	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$	8	2.66 $\frac{2}{3}$	8	2.66 $\frac{2}{3}$
Compositors,	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$	8	2.50	8	2.50
Compositors,	10	2.16 $\frac{2}{3}$	9	2.33 $\frac{1}{3}$	9	2.33 $\frac{1}{3}$	9	2.33 $\frac{1}{3}$	9	2.33 $\frac{1}{3}$
Compositors,	8	2.00	8	2.00	8	3.00	8	2.66 $\frac{2}{3}$	8	2.66 $\frac{2}{3}$
Compositors,	8	2.00	8	2.00	8	2.00	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$
Compositors,	9	2.00	9	2.75	9	2.75	9	2.75	9	2.83 $\frac{1}{3}$
Compositors,	10	2.00	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$	10	2.50
Compositors,	9	2.00	9	2.00	9	2.00	9	2.00	9	2.25
Compositors,	10	2.00	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$
Compositors,	10	1.50	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00
Compositors (foremen),	9	4.16 $\frac{2}{3}$	9	4.16 $\frac{2}{3}$	9	4.16 $\frac{2}{3}$	9	4.16 $\frac{2}{3}$	9	5.00
Compositors (machine),	8	2.50	8	2.50	8	2.50	8	2.50	8	2.75
Folder,	10	1.00	10	1.00	10	1.00	10	1.25	10	1.25
Folder,	10	0.83 $\frac{1}{3}$	10	0.83 $\frac{1}{3}$	10	0.83 $\frac{1}{3}$	10	1.00	10	1.00
Foremen,	9	3.33 $\frac{1}{3}$	9	3.33 $\frac{1}{3}$	9	3.33 $\frac{1}{3}$	9	3.50	9	3.50
Helpers,	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
Press feeders,	10	1.00	9	1.00	9	1.00	9	1.25	9	1.25
Press feeders (machine),	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	2.00	9	2.00	9	2.00
Pressmen,	9	2.75	9	3.00	9	3.00	9	3.00	9	3.00
Pressmen,	10	1.83 $\frac{1}{3}$	9	2.00	9	2.00	9	2.00	9	2.00
Pressmen,	10	1.66 $\frac{2}{3}$	9	1.83 $\frac{1}{3}$	9	1.83 $\frac{1}{3}$	9	1.83 $\frac{1}{3}$	9	1.83 $\frac{1}{3}$
Pressmen (cylinder),	10	2.00	10	2.00	10	2.50	10	2.50	10	3.00
Pressmen (machine),	9	3.00	9	3.00	9	3.16 $\frac{2}{3}$	9	3.16 $\frac{2}{3}$	9	3.16 $\frac{2}{3}$
Pressmen (machine) foremen,	9	3.66 $\frac{2}{3}$	9	3.66 $\frac{2}{3}$	9	4.00	9	4.00	9	4.00
Pressmen (platen),	10	2.00	10	2.00	10	2.00	10	2.25	10	2.50
Pressmen's helpers,	9	1.25	9	1.25	9	1.50	9	1.50	9	1.50
Pressmen's helpers,	8	1.50	8	1.50	8	1.50	8	1.75	8	1.75
Proofreaders (composing room),	9	2.50	9	2.75	9	2.75	9	2.75	9	2.83 $\frac{1}{3}$
Proofreaders (head),	9	2.83 $\frac{1}{3}$	9	3.50	9	3.50	9	3.50	9	3.50
Stereotypers,	8	2.50	8	2.75	8	2.75	8	3.00	8	3.00
Stereotypers,	8	2.50	8	2.50	8	2.50	8	3.00	8	3.00
Stereotypers,	9	2.33 $\frac{1}{3}$	9	2.33 $\frac{1}{3}$	9	2.50	9	2.50	9	2.50
Stereotypers' helpers,	9	1.25	9	1.25	9	1.25	9	1.25	9	1.50
Stereotypers' helpers,	8	2.00	8	2.00	8	2.00	8	2.33 $\frac{1}{3}$	8	2.33 $\frac{1}{3}$
Shoe Factories.										
Bench girls (stitching room),	10	2.00	9	2.00	9	2.00	9	2.00	9	2.00
Bench girls (stitching room),	10	1.75	9	1.75	9	1.75	9	1.75	9	1.75
Bench girls (stitching room),	10	1.50	9	1.50	9	1.50	9	1.50	9	1.50
Bench girls (stitching room),	10	1.25	9	1.25	9	1.25	9	1.25	9	1.25
Bench girls (stitching room),	10	1.00	9	1.00	9	1.00	9	1.00	9	1.00
Cutters,	10	2.50	9	2.50	9	2.75	9	2.75	9	2.75
Cutters,	10	2.50	9	2.75	9	2.75	9	2.75	9	2.75
Cutters (linings),	10	2.25	9	2.25	9	2.50	9	2.50	9	2.50
Cutters (sole-leather room),	10	1.50	9	1.50	9	1.50	9	1.50	9	1.50
Cutters (soles),	10	2.25	9	2.25	9	2.25	9	2.25	9	2.25
Cutters,	10	2.00	9	2.00	9	2.00	9	2.00	9	2.00
Helpers (sole-leather room),	10	1.00	9	1.00	9	1.00	9	1.00	9	1.00
Lining makers,	10	0.80	9	0.80	9	0.80	9	0.80	9	0.80
Packers,	10	2.50	9	2.50	9	2.50	9	2.50	9	2.50
Packers,	10	2.00	9	2.00	9	2.00	9	2.00	9	2.00
Packers,	10	1.75	9	1.75	9	1.75	9	1.75	9	1.75
Packers,	10	1.50	9	1.50	9	1.50	9	1.50	9	1.50
Packers,	10	1.25	9	1.25	9	1.25	9	1.25	9	1.25
Packers,	10	1.00	9	1.00	9	1.00	9	1.00	9	1.00
Packers,	10	1.00	9	1.00	9	1.00	9	1.00	9	1.00
Pasters (stitching room),	10	0.60	9	0.60	9	0.60	9	0.60	9	0.60
Tack pullers and last boys,	10	1.50	9	1.50	9	1.50	9	1.50	9	1.50
Tack pullers and last boys,	10	1.25	9	1.25	9	1.25	9	1.25	9	1.25
Tack pullers and last boys,	10	1.00	9	1.00	9	1.00	9	1.00	9	1.00
Tack pullers and last boys,	10	0.80	9	0.80	9	0.80	9	0.80	9	0.80

Comparative Hours and Daily Pay, by Occupations : 1900-1904 — Continued.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Sheet Metal Goods.										
Cornice makers,	9	\$3.00	9	\$3.00	8	\$3.00	8	\$3.00	8	\$3.00
	9	2.50	9	2.50	8	2.75	8	2.75	8	2.75
Cornice makers (foremen),	9	3.00	8	3.00	8	3.60	8	3.60	8	3.60
Cornice makers' apprentices,	9	0.75	9	0.75	8	0.75	8	0.75	8	0.75
Cornice makers' helpers,	9	1.50	8	1.50	8	1.50	8	1.50	8	1.50
Sheet metal workers,	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	2.75	9	2.75	9	2.75	8	2.75	8	2.75
	9	2.50	8	3.00	8	3.00	8	3.00	8	3.00
Sheet metal workers' helpers,	8	2.00	8	2.00	8	2.25	8	2.25	8	2.25
Steel workers (ceiling),	9	1.50	9	1.50	8	1.50	8	1.50	8	1.50
	9	2.25	9	2.25	9	2.25	9	2.50	8	2.50
Stablemen.										
Stablemen,	10	2.33 $\frac{1}{2}$	10	2.33 $\frac{1}{2}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$
	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.37 $\frac{1}{2}$	10	2.37 $\frac{1}{2}$	10	2.37 $\frac{1}{2}$
	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00
	10	1.50	10	1.50	10	1.75	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$
Stablemen (brewery) first,	10	2.83 $\frac{1}{2}$	10	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$
Stablemen (brewery) night,	10	2.83 $\frac{1}{2}$	10	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$	9	2.83 $\frac{1}{2}$
Stablemen (brewery) other,	10	2.33 $\frac{1}{2}$	10	2.33 $\frac{1}{2}$	9	2.33 $\frac{1}{2}$	9	2.33 $\frac{1}{2}$	9	2.33 $\frac{1}{2}$
Stablemen (concreters),	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.75	10	1.75	10	1.75
	10	1.50	10	1.50	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$
Stablemen (express),	10	1.75	10	1.75	10	2.00	10	2.00	10	2.00
Stablemen (wooden boxes),	10	2.00	10	2.00	10	2.00	10	2.25	10	2.25
Stone.										
Free-stone cutters,	8	3.52	8	3.52	8	3.52	8	4.00	8	4.00
Granite cutters,	8	2.80	8	2.80	8	2.80	8	3.00	8	3.00
	9	2.80	9	2.80	8	3.00	8	3.00	8	3.00
	9	2.80	9	2.80	9	2.80	8	3.00	8	3.00
Quarrymen,	9	1.80	9	1.80	9	1.80	9	2.00	9	2.00
	9	1.62	9	1.62	9	1.80	9	2.00	9	1.80
Quarrymen (laborers),	9	1.50	9	1.62	9	1.62	9	1.62	9	1.62
Sandstone cutters,	8	3.52	8	3.52	8	3.52	8	4.00	8	4.00
Stoves and Furnaces.										
Blackens,	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
Buffers,	10	2.25	10	2.25	9	2.25	9	2.25	9	2.25
Core makers,	10	2.00	10	2.00	9	2.00	9	2.25	9	2.25
Flask makers,	10	2.25	10	2.25	9	2.25	9	2.25	9	2.25
Iron-pattern fillers,	10	1.83 $\frac{1}{2}$	10	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$
Iron-pattern fitters,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Machinists,	10	2.25	10	2.25	9	2.25	9	2.25	9	2.25
Machinists' helpers,	10	1.83 $\frac{1}{2}$	10	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$	9	1.83 $\frac{1}{2}$
Melters,	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
Mounters,	10	2.00	10	2.00	9	2.00	9	2.00	9	2.00
Nickel platers,	10	3.00	10	3.00	9	3.00	9	3.00	9	3.00
Plate-iron workers,	10	2.00	10	2.00	9	2.00	9	2.00	9	2.00
Tin and sheet-iron workers,	10	2.50	10	2.50	9	2.50	9	2.50	9	2.50
Wood-pattern makers,	10	2.75	10	2.75	9	2.75	9	3.00	9	3.00
Switchmen.										
Surface, day,	10	2.00	10	2.00	10	2.00	10	2.20	10	2.20
Surface, night,	10	2.00	10	2.00	10	2.00	10	2.30	10	2.30
Teamsters.										
Bakery (one horse),	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.75	10	1.75	10	1.75
	12	*1.66 $\frac{2}{3}$	12	*1.66 $\frac{2}{3}$	12	*1.83 $\frac{1}{2}$	12	*2.00	12	*2.00
Bottling, brewery (one horse),	†10	2.33 $\frac{1}{3}$	9	2.33 $\frac{1}{3}$	†8	2.33 $\frac{1}{3}$	†8	2.33 $\frac{1}{3}$	†8	2.33 $\frac{1}{3}$
Bottling, brewery (two horse),	10	2.50	10	2.50	10	2.50	10	2.50	10	2.50
Brewery (depot—two horse),	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$	9	2.66 $\frac{2}{3}$
Brewery (route—two horse),	10	2.83 $\frac{1}{3}$	10	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$
Brewery (strickers),	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$	9	2.16 $\frac{2}{3}$
Building,	10	1.75	10	1.75	10	1.75	9	1.75	9	1.75
Builders' finish,	10	1.50	10	1.50	10	1.50	10	1.58 $\frac{1}{2}$	10	1.58 $\frac{1}{2}$
Concreters,	10	1.50	10	1.50	10	1.75	10	1.75	10	1.75
Concreters and roofers,	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.75	10	1.75	10	1.75
Express,	10	1.75	10	1.75	10	2.00	10	2.00	10	2.00
Foremen,	10	3.33 $\frac{1}{3}$	10	3.33 $\frac{1}{3}$	10	3.33 $\frac{1}{3}$	10	3.83 $\frac{1}{3}$	10	4.25
	10	2.50	10	2.50	10	2.50	10	3.00	10	3.66 $\frac{2}{3}$
	10	2.50	10	2.50	10	3.00	10	3.00	10	3.00
	10	2.50	10	2.50	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$
	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	3.00	10	3.00	10	3.00
	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$
	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.50	10	2.50	10	2.50
	10	2.00	10	2.00	10	2.00	10	2.16 $\frac{2}{3}$	10	2.33 $\frac{1}{3}$
	10	2.00	10	2.00	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$

* Also commission of \$3 a week.

† Eight months 10 hours, four months nine hours.

‡ Six months nine hours, six months eight hours.

§ Six months 10 hours, six months nine hours.

Comparative Hours and Daily Pay, by Occupations : 1900-1904 — Concluded.

BRANCHES OF OCCUPATIONS.	1900		1901		1902		1903		1904	
	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay	Hours	Daily Pay
Teamsters — Con.										
Foremen,	10	\$2.00	10	\$2.00	10	\$2.33 $\frac{1}{3}$	10	\$2.33 $\frac{1}{3}$	10	\$2.33 $\frac{1}{3}$
Furniture movers,	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$
Furniture movers' helpers,	10	1.75	10	1.75	10	2.00	10	2.00	10	2.00
Gas and steam fitters,	10	1.50	10	1.50	10	1.50	10	1.75	10	1.75
Helpers,	10	1.25	10	1.25	10	1.50	10	1.50	10	1.50
	10	1.75	10	1.75	10	1.75	10	2.00	10	2.00
	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$
	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$
	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00	10	2.16 $\frac{2}{3}$
	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00	10	2.00
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00
	10	1.50	10	1.50	10	1.50	10	1.75	10	1.75
Iron foundries,	9	1.75	9	1.75	9	2.00	9	2.00	9	2.00
Laundries,	10	1.75	10	1.75	9	1.75	9	1.83 $\frac{1}{3}$	9	1.83 $\frac{1}{3}$
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$
Piano and furniture (one horse),	10	1.50	10	1.50	10	1.75	10	1.75	10	1.75
Piano and furniture (two horse),	11	2.16 $\frac{2}{3}$	11	2.16 $\frac{2}{3}$	11	2.16 $\frac{2}{3}$	11	2.16 $\frac{2}{3}$	10	2.33 $\frac{1}{3}$
	10	1.75	10	1.75	10	2.00	10	2.00	10	2.00
Piano and furniture helpers,	10	2.00	10	2.00	10	2.00	10	2.00	10	2.16 $\frac{2}{3}$
Stone cutting (one horse),	10	2.00	10	2.00	10	2.25	10	2.25	10	2.25
Wood, coal, and grain (one horse),	10	1.75	10	2.00	10	2.00	10	2.00	10	2.00
Wood, coal, and grain (two horse),	10	1.75	10	2.00	10	2.00	10	2.25	10	2.25
Wooden boxes (one horse),	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00
Wooden boxes (two horse),	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
One horse,	10	2.00	10	2.00	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$
	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	10	2.00	10	2.00
	10	1.75	10	1.75	9	2.00	9	2.00	9	2.00
	10	1.75	10	1.75	10	2.00	10	2.00	10	2.00
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	2.00	10	2.00	10	2.00
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.87 $\frac{1}{2}$	10	1.87 $\frac{1}{2}$	10	1.87 $\frac{1}{2}$
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$
	10	1.50	10	1.50	10	2.00	10	2.00	10	2.00
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
	10	1.33 $\frac{1}{3}$	10	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$	9	1.33 $\frac{1}{3}$
	10	1.25	10	1.25	10	1.50	10	1.50	10	1.50
	10	1.25	10	1.25	9	1.25	9	1.25	9	1.25
Two horse,	10	2.16 $\frac{2}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.50
	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	2.08	10	2.08	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	2.00	10	2.00	10	2.00	10	2.00	10	2.33 $\frac{1}{3}$
	10	2.00	10	2.00	9	2.25	9	2.25	9	2.25
	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$
	10	1.83 $\frac{1}{3}$	10	2.00	10	2.00	10	2.00	10	2.00
	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$	9	1.66 $\frac{2}{3}$
	10	1.50	10	1.50	10	1.60	10	1.75	10	1.83 $\frac{1}{3}$
	10	1.50	10	1.50	9	1.50	9	1.50	9	1.50
Three horse,	10	2.16 $\frac{2}{3}$	10	2.16 $\frac{2}{3}$	10	2.50	10	2.50	10	2.50
	10	2.00	10	2.00	10	2.50	10	2.50	10	2.50
Three or four horse,	10	1.75	10	1.75	9	1.75	9	1.75	9	1.75
Four horse,	10	2.33 $\frac{1}{3}$	10	2.33 $\frac{1}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$
	10	1.66 $\frac{2}{3}$	10	1.75	10	1.75	10	2.00	10	2.16 $\frac{2}{3}$
Five horse,	10	2.00	10	2.00	10	2.25	10	2.33 $\frac{1}{3}$	10	2.43 $\frac{1}{3}$
Harness cleaners,	10	1.50	10	1.50	10	1.50	10	1.75	10	1.75
Tinsmiths.										
Tinsmiths,	9	3.00	9	3.00	8	3.00	8	3.00	8	3.00
	9	3.00	9	3.00	9	3.00	8	3.00	8	3.00
	9	2.50	9	2.50	8	2.50	8	2.75	8	2.75
	9	2.50	8	2.50	8	2.75	8	2.75	8	2.75
	8	2.50	8	2.50	8	2.75	8	2.75	8	2.75
	9	2.50	9	2.50	9	2.50	8	2.50	8	2.50
	8	2.25	8	2.25	8	2.50	8	2.50	8	2.50
Tinsmiths' helpers,	9	1.50	8	1.50	8	1.50	8	1.50	8	1.50
Tool Sharpeners.										
Tool sharpeners,	8	2.80	8	2.80	8	2.80	8	3.00	8	3.00
Upholsterers.										
Upholsterers,	10	2.75	10	2.75	10	2.75	10	3.00	10	3.00
	10	2.50	10	2.50	10	2.50	10	3.00	10	3.00
	10	2.25	10	2.25	10	2.25	10	2.50	10	2.50
	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	10	2.00
	10	1.75	10	1.75	10	1.75	10	1.75	10	2.00
Watchmen.										
Day,	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	10	2.00
Night,	10	1.66 $\frac{2}{3}$	10	1.66 $\frac{2}{3}$	10	1.83 $\frac{1}{3}$	10	2.00	10	2.33 $\frac{1}{3}$
Night (brewery),	10	3.00	10	3.00	9	3.33 $\frac{1}{3}$	9	3.33 $\frac{1}{3}$	9	3.33 $\frac{1}{3}$
	10	2.66 $\frac{2}{3}$	10	2.66 $\frac{2}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$	9	2.83 $\frac{1}{3}$

REVIEW OF EMPLOYMENT AND EARNINGS.

FOR THE SIX MONTHS ENDING OCTOBER 31, 1904.

Generally speaking, from the reports made to this office, it is apparent that conditions affecting employment and earnings were slightly better during the past six months than they were at the date of the last report.* As was stated at that time, there was a feeling among manufacturers that the depression was of a temporary character. With the exception of the cotton goods industry, all of the manufacturers visited in October reported that prospects were bright and encouraging and all things promised a revival of industry as soon as the election excitement subsided.

The Textile Industries.

The worst situation, at the time of our semi-annual visitation, was found in the cotton goods industry. The situation as it stood at the close of last April was further affected, and adversely, by a strike among the cotton mill operatives in Fall River. Only nine mills were in operation at the time of the Agent's visit, viz.: The Fall River Iron Works Mill, Conanicut Mills, Barnaby Mills, Kerr Thread Mills, American Printing Co., Algonquin Printing Co., Sanford Spinning Co., Globe Yarn Mills, and the Stevens Manufacturing Co. All other mills were shut down as the result of poor business and a strike which began July 25 after an announcement by the managements of all the coarse goods mills of a proposed reduction in wages of 12½ per cent.

Prior to this time some of the mills had closed and others were running at reduced hours, some three days in the week only, and part every alternate week, in the endeavor to tide over adverse conditions. Since the beginning of the strike, conferences have been held between the representatives of the striking employees and the manufacturers, but no solution of the labor situation was found. The claim of the manufacturers is that with the high price of cotton, it is impossible for them to make goods at a profit in view of the present selling price. As the operatives decline to accept the reduced wages the resumption of work in the mills does not seem probable for the present. The manufacturers claim that the strike has in one way been beneficial to their interests, inasmuch as by shutting down they have been able to sell odd lots of goods that have been

* Labor Bulletin No. 31, May, 1904, page 124.

accumulating for some time and that when the mills reopen it will be with the advantage of clean storehouses. Orders have generally been for small lots of cloth this year, a condition also found in other lines.*

The mills of New Bedford have likewise had a very dull Summer, and shut-downs during the Summer months of longer or shorter duration have been resorted to as in Fall River. One of the largest mills has run only four days a week during part of the time. There have been more inquiry and better sales for goods for the past four or five weeks in this city than there were during either the Spring or Summer months, but demand is not over active now. It is predicted by some of the most experienced manufacturers that when the many looms now idle shall start up, prices will stiffen somewhat. A better feeling is reported among the commission houses of New York.

In Lawrence, matters have followed the general course observed in other cotton-mill districts. The largest mill was able to dispose of its product during the Summer and up to the present time, so that, although earlier in the season it was a question whether the mill would be able to run during the Summer on full time or not, it happily has been able to do so and is now operating to practically full capacity. Some of the other mills, however, have been closed for longer or shorter periods, one of them for 13 weeks, eight of which were devoted to a rearrangement of the plant. In all lines of cotton manufacture in this city, particularly in the yarn mills, there have been signs of increased activity for about six weeks and in some lines sales are increasing every day, but unless there is a change for the better in selling prices the outlook is not bright. Mills engaged in manufacturing gingham have been run regularly all Summer, but the product did not begin to move satisfactorily until the first part of September. The mills, with two exceptions, are running practically full; the two referred to as not running full being employed up to 85 and 90 per cent of their respective capacities.

In Lowell, business has been very quiet. One of the mills has been closed since July 30, and it is impossible at the present time to state when it will resume operations. One of the officials stated that the closing for any lengthy period works an injury to the employer as well as to the employee, from the fact that the best and most skilful operatives find employment in other places, oftentimes taking the place of those less skilful, so that when the local mill resumes it is obliged to depend upon unskilled labor, and it is several months before it reaches its normal condition, involving a great financial loss to the employer. Lowell mill men state that they are unable to advance the selling value of the product sufficient to meet the cost of manufacturing, even at the present price of raw cotton.

In Chicopee, business has greatly decreased. Mills have run only four days a week for the past three months. One started on full time

* See report of the Fall River textile strike, page 320.

October 3, while the others do not see any prospect for better conditions at the present time. It is considered that the war in the East is the cause of depression, from the fact that most of the local product is for export trade.

The following table gives the market quotations of raw cotton for April 8 and October 1, showing also the decreases in amounts and percentages:

Price per Pound of Raw Cotton.

KINDS.	UPLANDS		GULF		DECREASES IN OCTOBER AS COMPARED WITH APRIL IN AMOUNTS AND PERCENTAGES			
	April 8, 1904	October 1, 1904	April 8, 1904	October 1, 1904	Uplands		Gulf	
					Amounts	Percent-ages	Amounts	Percent-ages
	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>		<i>Cents</i>	
Good,	15.35	10.95	15.90	11.90	4.40	28.7	4.70	29.6
Strict Middling,	15.25	10.85	15.50	11.10	4.40	28.9	4.40	28.4
Middling,	15.00	10.60	15.25	10.85	4.40	29.3	4.40	28.9
Strict Low,	14.85	10.45	15.10	10.70	4.40	29.6	4.40	29.1
Low,	14.60	10.30	14.85	10.45	4.40	30.1	4.40	29.6

In general, it may be stated that while the cost of new cotton has decreased during the past six months selling prices have not been at all satisfactory and show no signs of present improvement. Except in Fall River wages have not changed since April.

In the manufacture of knit goods, business has been very good during the six months, and the prospects are looking very favorable for its continuance during the rest of the season. Mills are running on full time and up to about 80 per cent of their full capacity. While the cost of cotton yarn has slightly decreased, worsted yarn has advanced, but no change has taken place in selling prices, for the reason that the orders were taken and must be filled regardless of the cost of materials.

In the manufacture of alpacas, business has continued about the same as for the previous six months and the prospect is considered very good for its continuance. Mills are running on full time and nearly up to their full capacity. Cost of raw materials has advanced, while selling prices remain practically unchanged.

In the manufacture of blankets, business is reported as being very dull. Since July the mills have only been run to about 25 per cent of their full capacity, but they are expecting to increase in a few weeks.

In the manufacture of satinets, mills have run on full time, and up to full capacity, but prospects are not looking quite as favorable for a continuation. Orders do not come in as fast as usual at this time of the year, but manufacturers are looking forward for better times after the Fall elections are over. The best grade of tailors' clippings are rather scarce and prices have slightly advanced; otherwise, the cost of raw materials remains about the same.

Staple goods are about as active as usual. Mills, both woolen and worsted, are running generally at from 80 per cent of up to full capacity.

Wages have not changed in these lines of manufacture since our Spring report. Wool is higher by five per cent in all grades than it was in the Spring and good selections are scarce. Choice lots have been all taken up for some time. Prices hold firm also with prospects of a still further advance. Selling prices are higher in both woolens and worsteds, and the trade generally accepted the changes as reasonable in view of the price of raw stock.

Leather and Boots and Shoes.

In the manufacture of heavy upper leather, business has been rather dull during the six months, and the prospects are not looking very favorable for any improvement as yet. The scarcity of hides and the prices demanded for them, owing in a great measure to the strike of the beef packers, have had a depressing effect upon the tanneries. Selling prices of upper leather remain very firm, with an upward tendency, if possible to obtain it. One of the firms in Woburn moved its machinery to Milford, New Hampshire, last July, and the only part of its business conducted in this State is the manufacture of patent leather, and this part has been suspended for several weeks.

Sheep leather manufacturers have experienced fully as good a season thus far this year as last. Factories, as a rule, are being run up to their full capacity, and some of them have been obliged to refuse orders during the past two weeks on account of lack of skins. The order of the Treasury Department at Washington temporarily placing a duty upon pickled sheepskins, which was issued in October, was not wholly an unmixed evil, as the anxiety of buyers to secure the finished product in anticipation of a rise in prices enabled some manufacturers who had over accumulations of certain kinds of stock to sell them at acceptable prices.

Demand for fancy sheep leather has not been as good this Summer as it was a year ago; but deficiency in this line has been fully compensated in the call for regular lines. The market for colors is more pronounced this season than for blacks. Raw stock is getting scarcer every day, and there seems to be no improvement in the sources of supply; consequently prices for skins are very high and firm; and although prices for finished leather have stiffened somewhat, the margin for profit is very small.

There is good demand, both foreign and domestic, for plump, heavy goat leather, especially in colors; but the trade in medium weight and light black leather is exceedingly dull and has been slow all Summer. This season has been one of great uncertainty as to what colors are to be in demand in the near future. Foreign trade dropped off a little earlier than usual this year, but began to improve in September. It is noted in some quarters that an inquiry in the direction of cheaper finished skins has been developing since the first of October.

Shoe manufacturers are putting better leather into shoes this year, and while a year ago the heavy skins had a slow sale and much of it was

being held in stock at the factories for that reason, this year conditions are reversed with reference to the grades in most demand. Calf leather shows fully as good a demand this year as last, with no prospects of a decrease in the business. As in the case of goat leather, the better grades are selling the best this year. The high priced shoes manufactured this year are all made with dull calf tops. The season just ending has been the best one for box-calf leather ever known, but it is noted that demand is working in the direction of velours.

The growing scarcity of both calf and goat skins continues to trouble manufacturers. The price of calfskins advanced in June and grows firmer each day, the increase being from 10 to 15 per cent on both foreign and domestic skins. Selling prices are fully one cent a foot higher now than in the Spring; but even this does not cover the advance in the raw material. Factories, as a rule, are running full time but not up to full capacity. Collections are fair.

Boots and Shoes. There has been a good demand in this line of manufacture all of this year. The Spring season showed much activity and held out well at the end. A large volume of business is being done this Fall, although, so far, not quite as large in women's shoes as was done last year in the same season. Still no complaint is heard that the call for foot-wear in this line is not satisfactory. In men's wear the manufacturers report a larger amount of business done this Fall than last, which estimate, as far as can be determined by that standard, is borne out by the record of shipments.

In Brockton, some manufacturers of this class of shoes, although having a greatly increased capacity over that of last year, find it simply impossible to keep up with their orders. Indications point to a strong call for next Spring's goods with a good predominance of russet shoes. The season for men's wear held out much later this Fall than last year.

A peculiarity noted in the manufacture of women's wear, during the past season, has been the receipt of orders for much smaller lots than usual and these for quick delivery, one establishment reporting that instead of 60 and 75 case lots usually ordered from them in the past few years, the calls this season have been generally for seven and eight case lots; and yet the volume of business done by this concern was in the total greatly ahead of that done last year during the same season; nor was this an exceptional instance of this manifestation. The making of numerous different styles of shoes by manufacturers of late is conducive to this method of buying, in order that the buyer may not be caught with too many goods of an undesirable pattern in stock. Manufacturers of the cheaper grades of shoes report that demand this year is for a smoother, better looking shoe at the same price.

In the foreign markets, trade has increased this year with England; Mexico shows considerable advance in orders; trade with Cuba has fallen

off; while that with South America, so far as Lynn is concerned, has practically been dropped.

In the slipper trade, demand at present is not quite up to that of the same season of last year, although the season was a little better than that of a year ago.

In Haverhill, business has not been so good as for the previous six months, nor for the corresponding period of last year. Manufacturers are, however, looking forward for better times, and the prospects are certainly looking brighter. Orders are arriving, although some of them are for late delivery. The prevailing demand seems to be for russet, tans, and patent leather uppers. Many are calling for white canvas shoes, while goat and calf skins are equally in demand. Colored kangaroo kid will be used in the finer grades of low-cut shoes. The depression in the shoe business in this city during the past year may be partly accounted for by the fact that the manufacturers have changed the grade of shoes made, and time is required to build up a new trade. A few years ago Haverhill was considered the great centre for the manufacture of the cheapest grade of shoes, but to-day most of the factories are producing better and higher grades, and some of them manufacture the highest priced and finest grade of shoes placed upon the market. The same statement can also be made in relation to the manufacture of slippers. Fully a dozen firms in this city manufacture the finest grades of women's and misses' slippers known to the trade.

No change is reported in the rate of wages in the three cities visited. It is impossible to state accurately the actual running time for the reason that most of the employees are on piece work, but it can be said that the factories are running between 50 and 75 per cent of full capacity.

Stock, particularly calf leather and heavy goat, is very firm in price. Soles have advanced also. Linings fell off somewhat during July and August, but a reaction occurred, and they have now almost reached the prices which prevailed before the decline. Better selections at the same price can now be obtained in medium and lower grades of goat leather.

Selling prices remain about the same as they were, with perhaps a better shoe for the same money this Fall, if anything. Generally speaking, all dealers are trying to make the best shoe that they can for the price charged to secure trade.

The total number of cases of boots and shoes shipped from Haverhill for the six months ending October 1 was 196,066, as against 215,598 for the previous six months ending April 9, and 221,598 for the corresponding six months of last year.

The shipment of shoes from Brockton for the six months ending October 1, 1904, aggregated 323,617 cases, as compared with 290,991 for the corresponding period in 1903, and 308,772 cases for the six months immediately preceding (ending April, 1904).

Machinery, Metallic Goods, and Kindred Products.

. These lines of business have followed the general rule in experiencing a dull Summer. An improvement has been shown during the past two months even over the conditions of a year ago. The establishments visited are running full time and up to about 60 per cent of their capacity.

There have been slight advances in the wages paid in individual cases, but the general wage scale remains as it has been for some time past. The cost of stock is about the same as at the time of our last report, but in some quarters it is said that there are no orders ahead, as a rule, and that selling prices have been considerably cut during the Summer months in order to stimulate business.

Leather Machinery. There is not so much inquiry or demand for manufactures in this line this year as last by quite a margin. Leather factories are better supplied with improved machinery now than they were a few years ago, while the leather manufacturing business is rather dull in Europe, which may, in a measure, account for the situation. Establishments engaged in this industry are running full time but not above 90 per cent of their nominal capacity.

Textile Machinery. Business has greatly increased in this line, fully 40 per cent more persons being employed than at the last report in April. Most of the machinery manufactured is for the Southern mills. Manufacturers are feeling encouraged and consider that the prospects look very favorable for the future. Orders still continue to arrive. Establishments are running on full time, and nearly up to their full capacity.

Boilers, etc. Establishments in this line had a very dull business up to about the middle of August when there was a change for the better and quite a brisk demand was experienced lasting until about the first of October; but since then it has declined, and at present there is no work at all in the market. It is reported in some quarters that many shops are discharging men from lack of orders. Establishments are running at from half of up to full capacity on old orders. Raw stock is a trifle easier and selling prices are about the same as they have been.

Bobbins. The past Summer has been a very quiet one in this industry, very much more so than for the same season last year, and there are no signs of improvement thus far this Fall. Establishments are generally running full time but at only about half capacity.

Kitchen Utensils. A good demand started in in this line of manufacturing about September which equals, if it does not exceed, that of a year ago at this season. The past Summer, however, has been a very quiet one. Factories visited are working full time but at only about 50 per cent of their capacities. The price of tin-plate dropped 15 cents a box in July and is very low now. Iron sheets are lower than they ever were before. Selling prices have fallen somewhat under sharp competition for a limited market.

In the manufacture of machines and machinery in Boston and vicinity, business has not been as good as for the previous six months, nor as good as for the corresponding period of last year, although at the present time it is a great deal better than it was during the Summer months. Manufacturers report that the improvement commenced about the first of September, and they are looking forward for its continuance. One of the large firms manufacturing blowers, engines, etc., which had its plant partially destroyed by fire a short time ago, has removed to a new factory at Readville, and has increased output. In the manufacture of metals and metallic goods, business has been rather quiet in most branches during the Summer months, but it has greatly improved during the past two months, especially in the iron foundries and the establishments engaged in sheet metal for buildings; but it is not considered that the prospects at the present time are very favorable for its continuance.

Business in the Worcester machine shops has been rather quiet during the past six months, falling off considerably from the amount done during the corresponding period of last year. The decrease has been mostly in the establishments manufacturing textile machinery, although the manufacturers of machine tools, rolling mills, and paper-box machinery report a decrease in business also. In the manufacture of steam boilers, business has slightly increased over the past six months, but it has not been as good as for the corresponding period of last year. Establishments are running on full time, but only to about 65 per cent of their full capacity. In the manufacture of metals and metallic goods, business has been very quiet, but at the present time improvement is noted and manufacturers are looking forward to a more prosperous time. In the manufacture of wire and wire goods, the prospects are looking more favorable, but they are not as encouraging as they were a year ago. In the iron foundries, business is reported to be improving during the past month. The foundries have had trouble with the molders during the past six months, but have been able to obtain all the help required, and claim that they can obtain all they want. At the present they are running what is termed an "open shop." Establishments are running on full time, but only up to about 70 per cent of their full capacity.

The Building Trades.

The past Summer has been unusually quiet, there having been very little heavy building done in the State until within the past seven weeks. Residential construction has also been extremely limited, and speculative operations which were so active a few years ago have disappeared for the time being. Some districts have been rather overbuilt, so that not much more new work can be expected from them for some time to come. Considerable activity has been manifested in public construction such as municipal and county work, and an appreciable amount of alterations and repairing has furnished employment for a large number of mechanics and laborers during the Summer. There is practically no new heavy work in the market

in Boston at present, and the architects have no plans upon their tables. Very few of the plans for high grade private residences upon which builders figured during the early Spring resulted in awards for construction, the prevailing high cost of labor and materials being generally cited as prohibitive. Notwithstanding the dullness manifested in the Boston market, a good deal of activity developed in other parts of the State during the latter part of August, and at the present time quite a large amount of heavy building and alterations is being done. The movement is so widely distributed that it cannot be attributed to mere local incident, but suggests a revival of interest in the vicinity of Boston in the near future. Among the most important operations under way may be mentioned a large addition to the Taconic Mills in Pittsfield, and a new room added to factory of the Keith Paper Company at Turner's Falls. Plans are being matured for a large storehouse to be erected by the latter establishment. Worcester has a large remodeling job under way, and reports that construction work has been better than for the previous six months.

In Peabody, a large wooden factory is being erected for the National Calf Skin Company; the A. E. Lawrence Leather Company is constructing a new brick power house. The Boston and Northern Street Railway Company contemplate erecting in Salem a large car barn and power house, the contract for which has not yet been awarded. In Boston, the Thomas G. Plant Co. is constructing a large addition to its shoe factory. The Norfolk Suburban Street Railway Co. is to build a new car barn in Hyde Park; contract not yet awarded.

In New Bedford, the Kilburn Manufacturing Company is erecting a new mill; and a contract has been awarded for an addition to the Beacon Manufacturing Company's building. In the same city the Duff Coal Company is constructing a new one-story brick building, 100 x 222 feet in dimension, for the storage of cotton.

In Plymouth, a 50 x 100 foot addition is being made to the factory of George Mabbitt & Son; and a 60 x 600 foot extension to the building of the Plymouth Cordage Company. In Blackstone, the Lawrence Felt-ing Company is erecting a building 36 x 95 feet.

There have been no changes in the scale of wages for workmen in the building trades since our April report was made. Prices were much easier during the Summer and early Fall for lumber, and within certain limits the market was at the buyer's option; but prices are stiffening a little now, however, as is natural at this season of the year. Concessions of about two dollars a thousand have been made during the past season upon certain sizes of lumber of which the mills deemed it desirable to reduce the stocks on hand; but there has not been a general mark down market by any means. A noticeable feature in the lumber trade this year has been the substitution of North Carolina planking for spruce at a saving of one dollar and fifty cents a thousand to the consumer, and the same purposes answered. Concessions in prices of both bricks and cement are made upon actual offers.

Liquors and Beverages.

Beer. The reports of this industry show that owing to more uniform weather and a higher average of temperature for the whole Summer, business in this line exceeded that of the same season a year ago. In most establishments demand has been quite satisfactory. While business in all branches improved, activity in lager-beer brewing was the greatest. The labor strikes in some places this Summer have adversely affected the trade of some breweries having dealings with the districts in which the troubles have occurred, inasmuch as the lack of employment limits the amount of money that can be expended for anything but actual necessities. Breweries have been running this season at from 40 per cent to full capacity. The rates of wages are the same as were in force last April. Employment conditions have been very much more satisfactory since the last strike ended. Hops will be much higher than last year, as both foreign and domestic crops are slightly under the normal yield this year, and stocks on hand have been materially lowered. Malt will be about the same price or a little cheaper than last year, and of superior grade owing to the extra quality of barley this year. Other materials will not change very much. Selling prices are the same as they have been for some time.

The number of barrels of malt liquor brewed in the district of Massachusetts for six months commencing April 1 and ending September 30 is brought into comparison for the years 1902, 1903, and 1904, in the following table :

MONTHS.	NUMBER OF BARRELS BREWED IN		
	1902	1903	1904
April,	111,335	147,374	150,718
May,	143,374	174,086	169,014
June,	131,176	184,969	210,112
July,	186,720	199,135	175,075
August,	140,420	177,154	197,888
September,	149,561	177,919	154,806
TOTAL,	862,586	1,060,667	1,057,612

Temperance Drinks. Business has been rather quiet this Summer as compared with some past years; still the demand for this class of goods showed an improvement over that of last year and it keeps up fairly well this Fall. Establishments are running at from 30 to 40 per cent of their capacity. The wage rates, cost of stock, and selling prices of manufactured goods are the same as last Spring.

Printing and Publishing.

Business in this industry has been fairly good in most lines of work, but, generally speaking, while orders come in this year in small amounts, they are in sufficient numbers to keep the offices reasonably employed. This condition would be satisfactory enough if establishments were confident of the receipt of enough new orders to assure its continuance. Some

establishments engaged in job printing report a falling off of 20 per cent this year from last year's business ; but most of them practically hold their own, and many show a substantial increase over last year's business from April to September. In fine printing about the same amount of business has been done during this Summer and Fall as for the same season last year ; a good many inquiries are coming in, and the outlook is deemed good. The situation was promising in large-edition printing early in the Summer : but by August business flattened out completely. Few inquiries are being received and they are not of an encouraging nature. Orders are being held off for the present.

In book-printing lines, business has been fairly active during the Summer, about equal to last year for the same season, but some establishments that usually have contracts on hand for months ahead report that for the past four weeks they have not at any time had a week's work ahead, and yet have had sufficient business come in to keep them fairly busy. The October business starts in well. Establishments are running at from 45 per cent to full capacity. The same wage scale prevails as was in force in April.

The cost of stock is about the same as at the time of our last report with a tendency to stiffen somewhat now. Selling prices are a trifle softer on some lines of work, although on fine work they are a little higher if anything than last Spring ; but in all lines is heard the complaint of too close margins for profit, and that Boston printers are at a disadvantage in competing for business with out-of-town concerns owing, principally, to the prevalence of higher wages paid to employees in this city.

Miscellaneous Industries.

Cigars. The cigar business for the past six months has been very good, but not so good as for the corresponding six months of last year. During the early part of the season and even into Summer, it was quite steady, but during the last of August and into September it was variable. Indications point to a good Winter trade. The factories are all running full time, and, with one exception, they are working to their full capacity. The cost of material remains the same ; also the selling price. The collections are good.

Clothing. In this industry in Boston but little change is noted, although business is not considered quite as good as for the corresponding period of last year, except in the manufacture of leather and duck clothing. This branch of the industry has been steadily increasing, and it would be considered exceptionally good were it not for the increase in the cost of raw materials, especially in sheepskins. A slight increase is also reported in the cost of other raw materials, while the selling prices remain almost unchanged. Rates of wages paid remain the same. Establishments are running on full time, but not up to their full capacity. Collections reported fair.

Confectionery. This business has been satisfactory, but not so much so as last year, which was an exceptionally good year. Trade has been

quite steady and indications point to a good Winter. Factories are all running full time and to their full capacity. Sugar is a little higher, but everything else remains normal. Selling price is the same; collections are from good to very good.

Musical Instruments. In the manufacture of musical instruments, especially pianos, business was quiet during the first part of the Summer, but it has improved during the past two months, manufacturers considering the prospects very favorable for a good trade. At the present time more persons are employed than for the week reported in April. Establishments are running on full time but not quite up to their full capacity. Cost of raw materials as well as the selling prices remains about the same. No changes reported in the rates of wages paid. Collections considered fair.

Paper. In this industry business has been very quiet during the Summer months, but increased activity commenced about the first of September. While the demand for the finer grade of writing paper is very fair, the mills making the cheap grades have been very quiet, but are doing better at the present time. Manufacturers consider the prospects as looking very fair for the near future. One of the paper mills that has been closed for nearly two years on account of failure has been sold to a new firm, and alterations and repairs are now in progress, and it is expected that the mill will be in operation by the first of January, 1905. Mills are running on full time but not up to full capacity. Very little change is reported in the cost of raw materials, although wood pulp is scarce and its price has an upward tendency. Selling prices remain unchanged, as well as the rate of wages. Collections reported fair.

The following table shows, by industries, for the two weeks under consideration, namely, April 9, and October 1, 1904, employment and earnings, as well as the increases and decreases in the total number of persons employed, the total weekly earnings, and the weekly earnings per individual. These figures are based upon comparisons for identical establishments.

INDUSTRIES.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		PAYROLL FOR WEEK ENDING—		EARNINGS PER INDIVIDUAL FOR WEEK ENDING—		INCREASES (+), OR DECREASES (—), FOR THE WEEK ENDING OCT. 1, 1904, AS COMPARED WITH THE WEEK ENDING APRIL 9, 1904, FOR—		
	April 9, 1904	Oct. 1, 1904	April 9, 1904	Oct. 1, 1904	April 9, 1904	Oct. 1, 1904	Persons Employed	Weekly Payroll	Earnings per Individual
Boots and shoes, . . .	4,620	4,604	\$49,156	\$51,322	\$10.64	\$11.15	—16	+\$2,166	+\$0.51
Building, . . .	1,545	1,629	21,249	23,381	13.75	14.35	+84	+2,132	+0.60
Carbonated beverages, . . .	12	12	120	123	10.00	10.25	=	+3	+0.25
Cigars, . . .	839	1,060	13,981	14,200	15.59	13.40	+221	+1,119	—2.19
Clothing, . . .	796	795	8,216	8,088	10.32	10.17	—1	—128	—0.15
Confectionery, . . .	1,777	2,476	11,165	13,194	6.28	5.33	+699	+2,029	—0.95
Cotton goods, . . .	25,424	24,073	194,702	183,082	7.66	7.61	—1,351	—11,620	—0.05
Leather, . . .	3,274	2,907	31,399	27,968	9.59	9.62	—367	—3,431	+0.03
Liquors: malt, . . .	488	510	8,367	8,780	17.15	17.21	+22	+413	+0.06
Machines and machinery, . . .	5,461	6,309	60,958	69,951	11.16	11.09	+848	+8,993	—0.07
Metals and metallic goods, . . .	5,700	5,153	64,505	59,870	11.32	11.62	—547	—4,635	+0.30
Musical instruments, . . .	261	299	3,596	4,291	13.78	14.35	+38	+665	+0.57
Pap-er, . . .	1,872	1,883	17,127	17,275	9.15	9.17	+11	+148	+0.02
Printing and publishing, . . .	637	553	7,665	6,951	12.03	12.57	—84	—714	+0.54
Print works, dye works, and bleacheries, . . .	895	890	7,650	8,055	8.55	9.05	—5	+405	+0.50
Woolen goods, . . .	8,516	8,159	65,598	65,016	7.70	7.97	—357	—582	+0.27
Worsted goods, . . .	8,746	8,084	70,236	67,804	8.03	8.39	—662	—2,432	+0.36
TOTALS, . . .	70,863	69,396	\$634,790	\$629,351	\$8.96	\$9.07	—1,467	—\$5,439	+\$0.11

As will be seen in the foregoing table seven of the industries show an increase in both the number of persons employed and in the weekly payroll for the week ending October 1 as compared with the week ending April 9, although in no case does the increase in the individual weekly earnings exceed 60 cents. Although the number of persons was larger in the cigar industry and the weekly payroll in excess of the total amount paid in April, the average earnings for each individual were \$2.19 less. This is also true for Confectionery and Machines and Machinery, but the falling off was smaller, being seven cents in the latter and 95 cents in the former industry. In Cotton Goods, in which the largest number of persons employed among the industries considered is noted, the decrease in the number of employees was 1,351 persons, and in total payroll, \$11,620, yet the average loss for each person for the week was five cents. From the conditions previously noted in this industry a falling off of earnings is not to be wondered at. This matter of decreases in average weekly earnings must be considered in connection with running time and business conditions in every case.

The next table shows the same line of facts regarding employment and earnings for certain cities and towns.

CITIES AND TOWNS.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		PAYROLL FOR WEEK ENDING—		EARNINGS PER INDIVIDUAL FOR WEEK ENDING—		INCREASES (+), OR DECREASES (—), FOR THE WEEK ENDING OCT. 1, 1904, AS COMPARED WITH THE WEEK ENDING APRIL 9, 1904, FOR—		
	April 9, 1904	Oct. 1, 1904	April 9, 1904	Oct. 1, 1904	April 9, 1904	Oct. 1, 1904	Persons Employed	Weekly Payroll	Earnings per individual
Boston,	8,101	8,962	\$95,897	\$98,238	\$11.78	\$10.96	+861	+\$2,441	-\$0.82
Brockton,	733	817	8,158	9,832	11.13	12.03	+84	+1,674	+0.90
Cambridge,	665	802	6,476	7,027	9.74	8.76	+137	+651	-0.98
Chicopee,	3,012	2,277	18,786	12,165	6.24	5.34	-735	-6,621	-0.90
Fall River,	448	500	3,176	4,033	7.09	8.07	+52	+857	+0.98
Haverhill,	2,078	1,692	21,338	16,492	10.22	9.75	-386	-4,746	-0.47
Holyoke,	7,412	7,447	65,234	62,791	8.35	8.43	-365	-2,443	-0.08
Lawrence,	18,441	17,581	148,748	141,344	7.80	8.04	-860	-2,404	+0.24
Lowell,	14,212	14,361	112,443	116,670	7.91	8.12	+149	+4,227	+0.21
Lynn,	2,395	2,719	24,732	30,557	10.33	11.24	+324	+5,825	+0.91
New Bedford,	2,973	2,931	25,084	23,639	8.44	8.07	-42	-1,445	-0.37
Peabody,	1,849	1,649	18,396	16,514	9.95	10.01	-200	-1,882	+0.06
Woburn,	1,140	895	11,696	9,204	10.26	10.28	-245	-2,492	+0.02
Worcester,	7,004	6,763	80,226	80,845	11.45	11.95	-241	-619	+0.50
TOTALS,	70,863	69,396	\$634,790	\$629,351	\$8.96	\$9.07	-1,467	-\$5,439	+\$0.11

In Boston, Brockton, Cambridge, Fall River, Lowell, and Lynn an increased number of persons employed this Fall as compared with last Spring is shown; in the same cities an increase in the weekly payroll is also noted; but in Boston and Cambridge the average amount earned by each individual shows a decline, in the former city of 82 cents and in the latter of 98 cents. Beside these two cities, Chicopee, Haverhill, and New Bedford each exhibits a decrease in the average weekly earnings, though in no instance is the decrease as large as is shown for Cambridge.

Considered as a whole, the cities and towns mentioned show a decrease of 1,467 persons for the week ending October 1, as compared with the week ending April 9. Comparing the same two weeks there was a falling off in the total weekly payroll of \$5,439, or on an average for each individual, of 11 cents.

SEMI-ANNUAL RECORD OF STRIKES AND LOCKOUTS.

FOR THE SIX MONTHS ENDING OCTOBER 31, 1904.

Although the number of strikes and lockouts occurring in the Commonwealth during six months from May to October, inclusive, was not as great by 10 as those occurring in the corresponding six months in 1903, they were more important in many respects. It is some time since Massachusetts has had so many protracted labor disputes coming about the same time, involving so many workmen, and carrying such a financial loss to both employer and employee. The number of disputes occurring during the six months under consideration was 100, there being 36 in May, 23 in June, 14 in July, nine in August, 15 in September, and three in October.

The cities and towns wherein the strikes and lockouts occurred follow, with the number occurring in each case: Boston, 30; Holyoke, six; Fall River and Lynn, five each; Waltham and Worcester, four each; Beverly, Lawrence, and Somerville, three each; Adams, Cambridge, Chicopee, Fitchburg, Haverhill, Marlborough, New Bedford, and Taunton, two each. The following cities and towns had one dispute each: Andover, Auburn, Brockton, Chester, Framingham, Gloucester, Hyde Park, Lee, Lowell, Malden, Milford, North Adams, Pittsfield, Spencer, Springfield, Stoughton, Templeton, Wakefield, Warren, Westfield, and Whitman.

The following table shows the causes and results of the strikes and lockouts:

CAUSES OF DISPUTES.	RESULTS OF DISPUTES					Total Disputes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	7	5	20	4	1	37
Trade unionism,	2	-	7	1	3	13
Wages and hours,	2	4	3	-	3	12
Working conditions,	4	-	6	-	1	11
Open shop,	1	-	3	-	2	6
Hours,	-	1	4	-	-	5
Other causes,	4	1	8	1	2	16
TOTALS,	20	11	51	6	12	100

It will be seen from the table that in 49 cases, or nearly one-half of the total number of disputes, the strike or lockout was occasioned by some contention over wages alone or wages and hours combined.

As to the results of the disputes, 51, or more than 50 per cent of the total number, failed, either the men returning to work under former conditions or the places of strikers being filled entirely or partially.

The greatest number of disputes occurred in the building trades industry, there being 28, including those of painters, building laborers, lathers, plumbers and steamfitters, bricklayers, and carpenters. The next in number comes the textile industry, with 12 disputes; 10 disputes occurred in the metal industry; nine disputes occurred among the boot and shoe workers; and in seven cases the bakers were involved. The disputes in these five classes mentioned aggregate 66, or 66 per cent of the total number occurring.

As to the duration of controversies, they extended from one day to 21 weeks. Not considering those disturbances which were pending at the close of our period (including the strike of textile workers in Fall River), there were about 9,450 people involved in 60 of the strikes, the total working-days lost by these persons aggregating 303,000.

As the Fall River textile strike, inaugurated on July 25 and still pending, affecting 26,000 operatives, is given special consideration below, no particular mention will be made of it here.

Other important strikes occurring during the six months were: The bakers involving 1,000 men, the painters involving 1,600, the garment workers involving about 1,600, and the steamfitters and helpers involving 450, all the above named occurring in Boston and being general in their character; the strike of 425 carpenters in Holyoke; the strike of 160 painters in Somerville; the tube workers' strike in Somerville involving 570; the carpenters of Springfield and Chicopee affecting about 700 journeymen; and the strike of 240 molders and coremakers at the Worcester foundries.

STRIKE OF COTTON OPERATIVES IN FALL RIVER.

As is stated above, the importance of the strike of the Fall River cotton operatives seems to warrant a separate consideration to be made thereof, from the time of its inception, on July 25, up to the time the Bulletin goes to press.

The strike now in progress among the cotton operatives of Fall River is unparalleled in the history of the textile industry in Massachusetts, which ranks as the first State in the Union in the number of operatives employed in the cotton goods industry, having about three times as many employed as any other State. Fall River is one of the largest cotton manufacturing centres in the world.

Despite the fact that the nature of the industry and the localization of the strike have kept the effects of the struggle mostly within the confines of Fall River, no labor controversy in this industry in the Common-

wealth has attracted such wide-spread attention, both at home and abroad. No single strike in the textile industry in this State has reached such proportions as to duration, number of operatives thrown out of work, financial loss to employees and employers, and such large disbursement of aid from organized labor and from sympathizers all over the country. There have been attendant upon this disputation such destitution and distress to some of the operatives as to make temporary relief from the State and City necessary.

In July, the Cotton Manufacturers Association of Fall River announced a reduction of 12½ per cent in the wages of their cotton operatives to take effect July 25, which proposed reduction the employees refused to accept. Several meetings of the unions were held and strike action was agitated by some, but the sentiment was generally discouraged by the Textile Council and the most conservative labor leaders.

For the purpose of averting, if possible, an impending strike, the State Board of Conciliation and Arbitration brought representatives of the Cotton Manufacturers Association and the textile workers' unions together for conference on July 22. At this meeting, acting upon a suggestion of the State Board, the wage earners requested that the proposed reduction be delayed two weeks, pending further conference. The request was not granted.

As has been stated, the Textile Council recommended that a strike should not be resorted to at the present time, but, as this motion was not acceptable to the textile workers in general, the movement was left to the individual vote of the five textile unions, two-thirds of those voting in each union to constitute a majority, and the vote of the majority of the unions to carry the decision.

The result of the vote action follows :

UNIONS VOTING.	For Strike	Against Strike	Total Vote Cast
Weavers,	950	130	1,070
Spinners (mule),	154	84	238
Carders,	119	103	222
Loom fixers,	204	65	269
Slasher tenders,	86	24	110
TOTALS,	1,513	396	1,909

It will be seen by the above vote that this strike of such magnitude and far-reaching results, affecting 26,000 operatives, was declared at the will of 1,513 persons. The vote of the Mule Spinners Union and the Carders Union failed to reach two-thirds majority in favor of strike. The whole number voting, 1,909, does not represent the full strength of the textile unions in Fall River, but it is stated that the sentiment expressed by those voting in favor of strike met with general approval afterwards. The total membership of the textile unions is between 4,000 and 5,000, the unionists thus representing a little less than one-fifth of

the total number involved in the strike. According to vote, the strike went into effect on July 25, thus precipitating the action of the employers in their proposed reduction of $12\frac{1}{2}$ per cent.

Although the strike was entered upon with reluctance by both sides, and although both employers and employees realized the exigencies attendant upon such a measure, still, the attitude revealed by the interested parties, on the whole, could almost be characterized as apathetic. This may be illustrated on labor's side by the fact that about 25,000 operatives followed the lead of 1,513 persons without remonstrance or open demonstration of opposition. Perhaps this apparent lack of emotion resulted from the fact that both sides considered they were in the right and would not recede from their original positions; that there was little open to arbitration; the idea of a compromise was not entertained; the mill owners would make no overtures to their operatives, and, aside from their request that the proposed reduction be postponed two weeks pending negotiations, the operatives would be satisfied with nothing except the taking down of the notices announcing the $12\frac{1}{2}$ per cent reduction. The Cotton Manufacturers Association expressed willingness to hold conference at any time. The few conferences that have been held proved of no avail in bringing about an amicable settlement, and the present time gives but little promise of an immediate settlement.

Although the direct cause of the controversy was the proposed reduction, it is generally credited that had there not been prior grievances which served as an irritant to the situation, and had some concessions been forthcoming from the manufacturers or some hope held out to the operatives that they would be given fairly steady employment under the $12\frac{1}{2}$ per cent reduction (the curtailment of production to be held at the minimum), the action to strike might have been delayed, or possibly entirely averted. The operatives had not, by any means, recovered from the reduction of 10 per cent in wages which went into effect in November, 1903, by the manufacturers, and which was accepted by the operatives under protest after conference was held, and arguments brought forth by representatives of the textile workers to have the Cotton Manufacturers Association recede from the stand they had taken to reduce wages.

In addition to the reduction in wages of last November, affecting all operatives and the varied periods of enforced idleness for them through curtailment, from the early Spring to July, the weavers have had a grievance of long standing which, instead of being remedied, has been continually growing. This trouble has been in regard to the loom system, it being alleged by organized textile labor that manufacturers have been putting in looms which took larger bobbins and that the looms for a weaver to tend have been increased in number, varying from eight to 12. On the larger number of looms the cloth is not as wide. A year prior to the strike the price paid for weaving print cloth was $21\frac{7}{8}$ cents a cut,

but the reduction of 10 per cent in November, 1903, brought the price down to $19\frac{8}{10}$ cents a cut. As the average amount of cloth for each loom to turn out is five and one-half cuts a week, making the pay to the weaver for each loom \$1.09, the pay of a weaver running eight looms would be \$8.72 a week, this being an average for good weavers. It is claimed, however, that the majority of weavers make less. The complaint of the weavers, when they are given 10 or more looms to run, is that the price is reduced 30 per cent a cut, so that instead of receiving $19\frac{8}{10}$ cents a cut, they receive $13\frac{8}{100}$ cents a cut. Granted that weavers would be able to get off the same amount of cloth, five and one-half cuts a week to each loom, by running 12 looms they would earn 42 cents more weekly than by running eight looms, but they allege that by experience they are unable to turn off as much cloth in a week on 12 looms as on eight, so that their weekly earnings are reduced, although the amount of work they are required to do is increased.

On the above basis of running 12 looms, the cost of production for weaving alone for a mill operating 1,000 looms would be decreased \$435.60 a week, or a total of \$21,780 a year, this being equal to about five per cent of the capital stock of a corporation of \$400,000.

This grievance over the loom system is merely cited here as an irritant, and did not enter directly into the strike question, the matter being held in abeyance at the present time, although it is the general opinion that unless satisfactorily settled after the mills have reopened and the present strike is over, considerable trouble will emanate therefrom.

It was generally looked upon by capital and labor that the operatives took a most inopportune time to strike. In midsummer, cotton mills throughout New England were overstocked, and complete curtailment of production was being considered as the only remedy out of the difficulty. By the complete shut-down of 72 cotton mills in Fall River, the situation was relieved to such an extent that the necessity of curtailment in the other textile centres grew less imperative.

If there had to be a strike, the time could hardly have been arranged more conveniently for the manufacturers, inasmuch as the long period of non-production at their mills has enabled them to dispose of a large accumulation of stock at a fairly remunerative price, considering the poor condition of the cotton trade. It is now thought that their stock being sold, and the season for orders being at hand, the manufacturers desire the reopening of the mills as soon as possible, the proposed date for reopening being November 14.

At conferences held between the representatives of the labor unions and a committee of the Cotton Manufacturers Association, the employers, in maintaining their position as to the reduction, claimed that they had been paying a higher rate of wages than other manufacturers in the same line; that the prohibitive price of raw cotton and the severe competition with Southern textile mills, where wages are much lower and where re-

strictive legislation as to age and working conditions is indeed limited, together with the general depression in the industry have so dwindled the margin of profit that there has actually been loss in the manufacture of goods, and the reduction in the cost of production was therefore deemed absolutely necessary. There has been a gradual curtailment going on for months and it is stated that since March the mill owners have lost considerable profit on this account.

As the wages of the cotton mill operatives in Fall River have fluctuated since 1897, and as that is the year which is now generally accepted as the basis of comparison, we show in the following table the average wages paid certain operatives at specified periods, the figures being furnished by the textile unions of the city. It will be borne in mind that in January, 1898, a reduction of 11½ per cent in wages of Fall River cotton mill operatives went into effect. At the same time the price of weaving was reduced from 18 to 16 cents a cut. This reduction was not restricted to Fall River alone, but was quite general throughout the textile centres; in fact, it was the occasion of a general strike in New Bedford. After futile conferences, the Fall River operatives accepted the reduction under protest.

Average Weekly Wages of Cotton Operatives in Fall River.

CLASS OF OPERATIVES.	Wages paid in December, 1897	Wages paid in January, 1898, after Reduction	Wages paid in July, 1904, Prior to 12½ per Cent Proposed Reduction	Wages that would have been paid under Proposed Reduction
Mule spinners,	\$13.38	\$11.69	\$13.50	\$11.82½
Slashers,	9.73	8.64	*10.70	*9.33
Weavers,	7.00	6.30	†11.00	†9.62
Loom fixers,	10.50	9.45	8.50	7.44
Doers, carding department,	3.60	3.20	4.25	3.73
Drawing tenters,	4.30	3.83	5.00	4.35
Lappers, strippers,	6.00	5.25	7.00	6.15
Grinders, carding department,	10.25	9.12	10.25	8.97
Speeder tenders,	7.50	6.67	9.00	7.88
Picker room employees,	5.25	4.55	6.25	5.47

It will be noted from the above table that even had the operatives accepted the proposed reduction of 12½ per cent in July they would have received, with few exceptions, a slightly higher wage than they were paid in 1897 prior to the 11½ per cent reduction. The exceptions are mule spinners, slashers, and grinders in the carding department.

It is not within the scope of the Bureau to make a direct comparison between the wages of these operatives and those of the same class in the cotton industry in the South, as the conditions are entirely dissimilar, but we insert the following table (from the Report of the Bureau of Industrial Statistics of Pennsylvania) showing the average weekly wages paid in a representative textile mill in one of the Southern coast States in 1903, the manufacture including cotton madras and chevots:

* On coarse yarn.

† On fine yarn.

Average Wages in Southern Textile Mill, 1903.

CLASSIFICATION OF OPERATIVES.	Average Weekly Wages Paid	CLASSIFICATION OF OPERATIVES.	Average Weekly Wages Paid
CARDING ROOM ON 30's YARN.		BEAMING ROOM — Con.	
Overseers of carding,	\$24.00	Warp splitters,	\$4.50
Second hands,	9.00	*Drawers-in,	3.60
Grinders,	7.50	*Handers-in,	2.40
Intermediate tenders and speeder tenders,	5.40	WEAVING ROOM (NOT INCLUDING WEAVERS).	
Two-card strippers,	5.10	Boss weavers,	18.00
Oilers, sweepers, roving tenders and slubber tenders,	4.80	Second hands,	12.00
Jack frames,	4.20	Loom fixers (50-loom section),	9.00
Railway head tenders,	3.60	Folding machine tenders and brush machine tenders,	6.00
SPINNING ROOM.		Cloth inspectors,	6.00
Overseers,	21.00	Filling carriers and cloth carriers,	3.60
Section hands,	7.50	Water carriers and sweepers,	3.00
Warping mill tenders,	7.50	DYE-HOUSE.	
Roving hands,	4.50	Boss dyers,	30.00
Banding hands,	3.60	Second hands,	10.50
Oiling and shafting hands,	3.60	Ordinary help,	6.00 to 9.00
Boy sweepers,	2.40	Yarn men in yarn rooms,	10.50
Spinners,	12½ cents per side.	SAMPLE ROOM.	
BEAMING ROOM.		Sample beamers,	10.50
Boss beamers,	12.00	Sample loom weavers,	6.00
Beamers,	9.00	Drawers-in,	3.60
Warp counters,	6.00	Handers-in,	2.40

* When the drawers and handers-in work by the piece, they are paid 12 cents and eight cents, respectively, a thousand heddle eyes. The work is performed mostly by children; in the spinning room the tenders to the spinning frames proper are children and generally young children.

In the following table we present a classification of the weekly wages paid cotton mill operatives in Fall River in 1903, the average total males, females, and young persons (minors) employed, the total weekly wages paid such operatives, and the average weekly wages paid each class of operatives, the figures being taken from the annual returns made by manufacturers to this Bureau.

Wages Paid : Fall River, 1903.

CLASSIFICATION OF WEEKLY WAGES.	NUMBER OF—				ESTIMATED WEEKLY WAGES OF—			
	Males	Females	Young Persons	All Operatives	Males	Females	Young Persons	All Operatives
Under \$5,	844	1,207	1,656	3,707	\$2,532	\$3,621	\$4,968	\$11,121
\$5 but under \$6,	665	969	856	2,490	3,658	5,330	4,708	13,696
\$6 but under \$7,	1,311	1,617	584	3,412	8,522	9,861	3,796	22,179
\$7 but under \$8,	1,550	1,692	383	3,625	11,625	12,690	2,873	27,188
\$8 but under \$9,	1,464	1,620	118	3,202	12,444	13,770	1,003	27,217
\$9 but under \$10,	1,841	1,764	79	3,684	17,490	16,758	751	34,999
\$10 but under \$12,	2,126	1,189	29	3,344	23,386	13,079	819	36,784
\$12 but under \$15,	1,252	99	—	1,351	16,902	1,387	—	18,239
\$15 but under \$20,	373	—	—	373	6,528	—	—	6,528
\$20 and over,	165	—	—	165	3,713	—	—	3,713
TOTALS,	11,591	10,057	3,705	25,353	\$106,800	\$76,446	\$18,418	\$201,664
Average Weekly Earnings per Individual,	—	—	—	—	\$9.21	\$7.60	\$4.97	\$7.95

It will be seen from the above table that the average wage paid all operatives in Fall River in 1903 was \$7.95, the weekly wages of males being \$9.21; of females, \$7.60; and of minors, \$4.97.

In order that a general comparison may be made of the wages paid cotton operatives in Massachusetts and the South, we show in the next table, by States, according to the Census of 1900, the number of males 16 years and over employed, their total wages and the average wages per operative, the same facts being given for women 16 years and over, for children under 16 years, and for all operatives.

Yearly Wages of Cotton Mill Operatives in Massachusetts and the South.

STATES.	MEN, 16 YEARS AND OVER			WOMEN, 16 YEARS AND OVER		
	Average Number	Total Wages	Average Wages per Operative	Average Number	Total Wages	Average Wages per Operative
Massachusetts,	45,105	\$18,298,457	\$405.69	41,067	\$12,555,112	\$315.10
Alabama,	8,152	789,225	250.39	2,743	468,344	168.88
Georgia,	7,309	1,815,126	248.34	6,495	1,270,434	195.60
Kentucky,	430	128,130	298.33	591	116,081	196.41
Mississippi,	526	153,859	292.51	683	128,209	187.71
North Carolina,	12,780	2,765,457	216.39	10,364	1,629,086	157.18
South Carolina,	13,418	2,785,285	207.58	8,673	1,477,621	170.37
Tennessee,	807	214,140	265.35	918	168,135	183.15
Virginia,	1,280	392,540	306.67	1,000	202,906	202.91

Yearly Wages of Cotton Mill Operatives in Massachusetts, etc. — Concluded.

STATES.	CHILDREN, UNDER 16 YEARS			AGGREGATES		
	Average Number	Total Wages	Average Wages per Operative	Average Number	Total Wages	Average Wages per Operative
Massachusetts,	5,923	\$1,173,874	\$198.19	92,085	\$32,327,445	\$351.06
Alabama,	2,437	229,757	94.28	8,332	1,482,226	177.90
Georgia,	4,479	481,391	107.48	18,283	3,566,951	195.10
Kentucky,	830	38,196	115.75	1,351	280,407	207.56
Mississippi,	466	57,478	123.54	1,675	339,546	202.71
North Carolina,	7,129	732,594	102.76	30,273	5,127,087	169.36
South Carolina,	8,110	803,984	98.13	30,201	5,066,840	167.77
Tennessee,	383	40,680	106.16	2,108	422,985	200.63
Virginia,	651	73,110	112.30	2,981	668,556	224.10

It will be seen at a glance that the average wages per operative in Massachusetts for men, women, and children far exceed the annual average wage of cotton mill operatives in any Southern State.

To show the fluctuation in the price a pound of raw cotton we give, in the following statement, figures for uplands and gulf for December 18, 1897, January 1, 1898, July 23, 1904, and November 12, 1904.

KINDS.	UPLANDS				GULF			
	December 18, 1897	January 1, 1898	July 23, 1904	November 12, 1904	December 18, 1897	January 1, 1898	July 23, 1904	November 12, 1904
Good,	Cents 61 $\frac{1}{4}$	Cents 61 $\frac{1}{4}$	Cents 11.25	Cents 10.60	Cents 63 $\frac{1}{2}$	Cents 63 $\frac{1}{2}$	Cents 11.50	Cents 10.85
Strict Middling,	6	6 $\frac{1}{8}$	11.15	10.50	61 $\frac{1}{2}$	61 $\frac{1}{2}$	11.40	10.75
Middling,	57 $\frac{1}{2}$	6	10.90	10.25	6	6	11.15	10.50
Strict Low,	51 $\frac{1}{4}$	57 $\frac{1}{2}$	10.75	10.10	51 $\frac{1}{4}$	57 $\frac{1}{2}$	11.00	10.35
Low,	55 $\frac{1}{2}$	54 $\frac{1}{2}$	10.50	9.45	55 $\frac{1}{2}$	54 $\frac{1}{2}$	10.75	9.70

The following table shows the highest and lowest quotations for middling upland cotton in New York, and the highest and lowest prices for print cloths from 1897 to 1903, inclusive :

YEARS.	RAW COTTON		PRINT CLOTHS	
	Highest	Lowest	Highest	Lowest
1897.	<i>Cents</i> 8¼	<i>Cents</i> 5½½	<i>Cents</i> 21½	<i>Cents</i> 2¼
1898.	6½½	5½	2½	1½
1899.	7½½	5½	3¼	2½
1900.	11	7½½	3¼	2½
1901.	12	7½½	3½	2½
1902.	9½	8½	3½	3
1903.*	13.50	8.85	3½	3

* Up to November 25.

The names of the corporations involved in the textile strike are given in the following table, together with the yearly dividends paid stockholders of said corporations from 1897 to 1904, inclusive, the figures furnished by G. M. Haffards & Co., Fall River :

Annual Dividends. 1897 to 1904.

NAMES OF CORPORATIONS.	1897	1898	1899	1900	1901	1902	1903	1904
American Linen Co.,	1	1	4¼	6½	5	8	7½	5½
Ancona Co.,	-	-	-	-	-	-	-	0*
Arkwright Mills,	0	0	0	4½	5½	5	6	5½
Barnard Mfg. Co.,	1	0	3½	8	5½	6	4½	0
Border City Mfg. Co.,	4	4	6	8	6½	6	6	3½
Bourne Mills,	18	8	10	14	6½	12½	9½†	8½
Chace Mills,	8½	0	κ	6	6	6	6	3
Cornell Mills,	7	5	12½	13	6½	7	6½	4
Davis Mills,	-	-	-	-	-	-	-	-*
Davol Mills,	4½	4	5½	8	6½	6	6	4
Durfee Mills,	-†	-†	-†	-†	-†	-†	-†	-†
Fall River Mfy.,	0	0	0	0	0	0	0	0
Flint Mills,	6½	4	6	8	7	6	6	4
Granite Mills,	2	1	6	8	8	8	8	6
Hargraves Mills,	6	6	6	6	6	6	5½	2
King Philip Mills,	6	4½	7½	6	6	16	6	6
Laurel Lake Mills,	0	0	3¾	6	4½	6	8	5½
Mechanics Mills,	3	0	5	6	5	4½	4	3
Merchants Mfg. Co.,	2	0	1	6	2½	4	4	2
Narragansett Mills,	5	1	5	8	5½	6	6	5
Osborn Mills,	4	0	5	8½	3½	4	4	3
Parker Mills,	3¾	5	5¾	6¼	8	8	7	2
Pocasset Mfg. Co.,	1	0	4½	6	6	6	6	3
Richard Borden Mfg. Co.,	3	3	7½	9	6½	6	6	5½
Sagamore Mfg. Co.,	1	0	5½	9	5	7½	4½	4
Seaconnet Mills,	5½	3½	6	7	5	5	5	1
Shove Mills,	3½	0	2½	4½	1½	4	3	0
Stafford Mills,	6	4	14	8	3	4	4	0
Tecumseh Mills,	4	0	5	7½	5	6	6	5½
Troy C. & W. Mfy.,	15½	11½	18½	27½	17½	20½	18½	11½
Union Cotton Mfg. Co.,	6½	6	8½	25½	6½	6	6	4½
Wampanoag Mills,	3	0	6	7	2½	4	3	1
Weetamoe Mills,	0	0	4½	6	3½	4	4	2

* New.

† Besides a stock dividend of 40 per cent, authorized capital stock being increased from \$400,000 to \$1,000,000.

‡ Private. § Par value \$500. || Extra dividend of 15 per cent from accumulated earnings.

The number of spindles idle on account of the strike are 2,577,450, while 68,200 looms are idle. The total loss to employers for 16 weeks (up to November 14) is about \$528,000, figured on 33 corporations, the cost to each corporation having their spindles idle being estimated at \$1,000 a week.

The 26,000 operatives on strike have lost in wages about \$3,307,200, figured for 16 weeks and based on an average wage of \$7.95 a week. The total working-days lost for these strikers aggregate nearly 2,500,000.

The striking operatives or those thrown out of employment on account of the strike are largely foreign born, there being 18,800 foreign born against 7,200 native born. The nationalities represented are largely French-Canadians, English, Portuguese, and Poles. Besides the majority being of foreign birth, over 85 per cent of the operatives are of foreign extraction.

As to the assistance rendered strikers, it is impossible to state at this time just how great the money disbursement has been, but it is estimated in total to be over \$300,000.

In addition to the strike benefits paid out of the funds of the local unions, a large sum of money has been contributed by other unions, by sympathizers in the movement, by those prompted from humanitarian motives, by private charities, and by the State and City.

The strike benefits paid by the textile unions vary from \$5 to 25 cents a week, the first-stated sum being allowed loom fixers, while the latter sum is given to each child under 14 years of age in a striker's family. At the inauguration of the trouble the weavers allowed \$4 to \$4.50 a week strike benefit, while the spinners allowed \$4 a week. This was considered full strike pay. On account of existing conditions, in some cases the stipulated amount of strike benefits has not always been paid, but the provisions have been carried out in cases of actual need.

Three months from the beginning of the trouble the various unions found their treasuries so depleted that one was obliged to entirely suspend payments, another to reduce them to \$2.50 a week and later to furnish this amount once in two weeks instead of weekly. The Spinners Union is claimed to be the only one in a condition to meet the regular authorized demands upon its treasury.

Eight relief stations for the benefit of the non-union participants in the strike were opened by the textile unions in various parts of the city, these to be maintained by outside contributions. The aid rendered by the unions was but nominal, although the assistance from that source has totaled to \$15,000, this being part of the money sent to organized labor for its own subsistence. The relief stations were opened Monday morning, August 12, and were closed the following day, the demands for aid being so great as to entirely exhaust the funds; stations were reopened on the following Friday, and after \$2,800 had been disbursed, were closed, not to be reopened until August 29. The stations were opened and closed at intervals from that time until date, remaining open each time but a short period. As in the other instances cited, the funds were quickly exhausted.

Many measures were taken by organized labor to aid strikers, the most popular method being to levy a per capita assessment on its members; others voted a weekly amount sent to the strikers. Collectors were appointed by the unions for the purpose of canvassing the specified districts to solicit aid, and these are said to have met with great success.

In October, at the national convention of the American Federation of Labor, the delegates voted that a circular be issued appealing for financial aid for the textile workers of Fall River. This circular, asking that each union should do its utmost in assisting the strikers in their struggle, was sent to every trade union in Massachusetts.

Under Chapter 81 of the Revised Laws, every city and town shall relieve and support the poor and indigent persons, lawfully settled therein, whenever they stand in need thereof. It is left to the overseers of the poor as to the manner in which the poor shall be relieved and supported, whether at home, in the workhouse, or almshouse. According to law, the city or town may furnish aid to poor persons found therein, having no lawful settlements within the Commonwealth, if the overseers of the poor consider it for the public interest. Except in cases of sickness, the sum to be paid for each family a week during the months of May to September, inclusive, shall not be greater than \$2, and \$3 from October to April, inclusive.

It will be seen by this, in temporary aid cases, that the State does not give the money direct to the needy, but reimburses the city or town for such amounts as are spent in caring for those who come under the jurisdiction of the State.

Public aid was not given the strikers until August 1. Investigations were instituted by public authorities as to the contemplated amount of aid to be rendered by the unions to the non-unionists. The labor leaders announced their intention of assisting the non-unionists so far as possible, but the demands upon them, increasing week by week, threw the weight of the responsibility of caring for the needy upon the public.

An effort was made to make the expenditure as little as possible to the State, and to place the number of public charges at the minimum. The State Board of Charity, after investigation of the applications for aid, found in almost all cases that it was a necessity; great poverty was found to exist; up to 20 people were found living in one small tenement. Some of the tenements of the mill operatives were found to be in a most deplorable condition, and would not stand a fair comparison with homes of mill operatives in other textile centres in Massachusetts.

In considering the public aid furnished by the State, the State Board of Charity regulated the conditions of aid so as not to be held liable for reimbursement to the City for aid given single men and women, married couples without children, and married couples with infants only, declining to aid such parties outside of the State Hospital. The State also refuses reimbursement of aid given to able-bodied persons who refuse to work when opportunity is given them by the reopening of the mills. In all cases, however, aid will be continued until the first pay-day in the mills.

The overseers of the poor cannot refuse to aid people actually in distress, but they can refuse to aid them in their own homes; that is, they can remove them to the local almshouse or any temporary place they

may provide. In extreme cases, where a person is furnished employment and will not accept it, after necessary steps are taken, he may be sent to the workhouse or House of Correction.

The amount of aid given strikers by the State and City varies from \$1 to \$2 a week, the \$2 rate being given only in cases of want where there is a large family of dependents. The average weekly aid rendered each case by the State was \$1.33 $\frac{1}{3}$; by the City, \$1.43. The number of cases aided by the State up to November 12 is estimated at 4,000; number of cases aided by the City is about 13,120. The total aid furnished by the State up to November 12 was \$5,300, while the amount furnished by the City was \$18,770.

Up to this time the State and City in aiding the needy operatives have confined their assistance wholly to articles of subsistence, that is, groceries and provisions. Of course, as the Winter advances, should the strike be prolonged, the amount of aid rendered will have to be greatly increased, possibly one-third, as the cost of clothing, fuel, and other living considerations will have to be counted upon.

Aside from the aid rendered by the unions, the relief stations, and the public authorities, many contributions were received and a good deal of money expended in contributions from private charities. Farmers have given freely of their produce; dealers, both in groceries and provisions, have contributed greatly to their customers' wants; landlords have given rents free, and there have been comparatively few evictions on account of non-payment; the Rescue Mission has given dinners to 100 persons daily; and the Salvation Army has fed from 500 to 1,000 children a day.

The cosmopolitan character of the population of the cotton mill operatives is shown by the fact that, excluding the French and English speaking races who applied for public assistance, not one in 10 foreigners could speak the English language. Investigation also showed that there is a greater line drawn between skilled and unskilled labor in Fall River than in Lawrence, Lowell, or New Bedford.

The disastrous effects of the Fall River textile strike are seen on all sides. Many local dealers have been obliged to suspend business, and the departure of about 18,000 persons is reported. The labor leaders report that this exodus includes the best operatives in Fall River, but this statement is denied by the manufacturers. A large number of those leaving were French Canadians, who, in a great many instances, returned to their homes.

The Fall River textile strike stands by itself in the manner in which it has been conducted. On all sides the labor leaders have been characterized as being intelligent and conservative men. The mill operatives have proved themselves to be law-abiding citizens. There have been no riots, mobs, or acts of violence such as have been attendant upon almost all strikes of such magnitude throughout the country. The police report in Fall River for July, August, and September, during which period the operatives of the cotton mills were idle, shows that the

number of arrests was 25 per cent less than in the corresponding quarter in 1903 when the operatives were at work; the number of arrests for drunkenness decreased during the quarter nearly one-third; the number of juvenile offenders also materially decreased. These facts give an official acknowledgment to a most orderly conducted strike.

In order that the important data of the strike may readily be seen by the reader the following statistical statement is presented :

Statistics of Strike.

Date of inauguration of strike,	July 25, 1904.
Cause,	Against reduction of 12½ per cent.
Total corporations affected,	33
Total mills shut down,	72
Weekly loss in production (pieces),	268,000
Total spindles idle,	2,577,450
Total looms idle,	68,200
Stockholders' capital idle,	\$21,665,000
Employers' loss (16 weeks),	\$528,000
Total cotton mill operatives idle,	26,000
Vote of unions on strike question,	1,513 for strike; 396 against strike.
Number of operatives unionized,	Between 4,000 and 5,000
Total working-days lost up to November 14,	2,470,000
Total loss in wages up to November 14,	\$3,307,200
Total strike benefits paid by local unions,	\$200,000
Total assistance rendered by outside unions,	\$50,000
Amount given in City and State aid,	\$24,000
Number of cases aided by City and State,	17,120
Exodus of persons,	18,000
Sex of operatives on strike,	Males, 13,750; females, 12,250
Number of minors on strike,	3,800
Number of children under 16 years,	1,600
Conjugal condition of operatives,	Single, 15,800; married, 9,200; widowed, 960; divorced, 50.
Nativity of operatives,	7,200 native born; 18,800 foreign born.
Nationality of operatives,	Majority are French-Canadians, English, Poles, and Portuguese.
Parent nativity of operatives,	Canada (French), 36 per cent; Great Britain, 26 per cent; Ireland, 20 per cent.

Conference between committees of manufacturers and operatives on Nov. 7 proved fruitless, and mills were reopened on Nov. 14. At first little success attended the reopening but practically all the mills are now running, four of them being reported as running nearly full. On Nov. 18, the American Federation of Labor, in convention, voted pecuniary assistance. Action taken by the five textile unions on Dec. 30, regarding prolongation of strike, resulted in vote of 1,401 for continuance and 420 against.

AVERAGE RETAIL PRICES—APRIL AND OCTOBER.

In the Labor Bulletin for May, 1904, No. 31, we presented average retail prices for certain necessities of life in 17 cities for April, 1904, with the statement that in the last Bulletin for the year comparative figures for the same articles would be shown. As has been previously explained, the classification of articles is new, inasmuch as that used for 1872 and the following years, while ample for those days, is not sufficiently comprehensive at the present date. The tables which follow show the average

retail prices in each of the cities considered for groceries, provisions, etc.. arranged by articles, and by cities.

The proper method of reading the table is as follows: Under "Groceries" we find quotations for flour, used for bread, with comparisons for certain cities; in Boston, in April, 1904, the average cost for a pound of bread flour was four cents, and in October, 1904, it was three and nine-tenths cents. In Fitchburg, in April, 1904, the average retail price was four cents, and in October, 1904, it had increased two-tenths of a cent. In Holyoke and Springfield, the average retail price for a pound of bread flour was the same in both months. Other lines and sections may be read in a similar manner.

GROCERIES.

Flour, bread. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.04	\$0.039	Lowell, . . .	\$0.04	\$0.041	Woburn, . . .	\$0.035	\$0.04
Fitchburg, . . .	.04	.042	Springfield, . . .	.04	.04	Worcester, . . .	.04	.044
Holyoke, . . .	.04	.04						

Flour, bread. [Barrel.]

Boston, . . .	\$5.907	\$7.50	Holyoke, . . .	\$6.50	\$7.50	Salem, . . .	\$6.484	\$7.663
Brockton, . . .	6.206	7.925	Lawrence, . . .	6.00	7.45	Springfield, . . .	6.50	7.357
Fall River, . . .	6.75	7.664	Lowell, . . .	6.403	7.00	Taunton, . . .	6.50	8.06
Fitchburg, . . .	6.695	7.535	Lynn, . . .	5.75	7.144	Woburn, . . .	6.299	7.00
Gloucester, . . .	6.75	7.79	New Bedford, . . .	6.75	7.75	Worcester, . . .	6.50	7.85
Haverhill, . . .	6.50	7.00	Newburyport, . . .	6.25	7.50			

Flour, pastry. [Pound.]

Boston, . . .	\$0.04	\$0.034	Lowell, . . .	\$0.04	\$0.032	Woburn, . . .	\$0.035	\$0.036
Fitchburg, . . .	.04	.039	Springfield, . . .	.04	.04	Worcester, . . .	.04	.04
Holyoke, . . .	.037	.04						

Flour, pastry. [Barrel.]

Boston, . . .	\$5.429	\$6.704	Holyoke, . . .	\$5.775	\$6.50	Salem, . . .	\$5.779	\$6.687
Brockton, . . .	5.893	7.057	Lawrence, . . .	5.50	6.50	Springfield, . . .	5.855	6.00
Fall River, . . .	6.25	6.563	Lynn, . . .	5.417	6.318	Taunton, . . .	6.25	7.318
Fitchburg, . . .	6.00	7.00	New Bedford, . . .	6.25	7.00	Woburn, . . .	5.903	6.40
Gloucester, . . .	6.428	7.222	Newburyport, . . .	5.75	6.75			

Flour, buckwheat. [Pound.]

Boston, . . .	\$0.047	\$0.038	Holyoke, . . .	\$0.033	\$0.052	Springfield, . . .	\$0.032	\$0.05
Brockton, . . .	.041	.043	Lawrence, . . .	.048	.035	Taunton, . . .	.045	.038
Fall River, . . .	.03	.032	Lynn, . . .	.038	.042	Woburn, . . .	.03	.06
Fitchburg, . . .	.046	.057	New Bedford, . . .	.05	.033	Worcester, . . .	.03	.05
Gloucester, . . .	.057	.06	Newburyport, . . .	.049	.051			

Flour, entire wheat. [Pound.]

Boston, . . .	\$0.041	\$0.042	Holyoke, . . .	\$0.04	\$0.04	Salem, . . .	\$0.039	\$0.044
Brockton, . . .	.05	.05	Lowell, . . .	.034	.05	Springfield, . . .	.04	.04
Fall River, . . .	.04	.041	Lynn, . . .	.036	.045	Taunton, . . .	.05	.05
Fitchburg, . . .	.048	.048	New Bedford, . . .	.05	.05	Woburn, . . .	.034	.042
Gloucester, . . .	.047	.05	Newburyport, . . .	.041	.04	Worcester, . . .	.04	.045
Haverhill, . . .	.045	.04						

GROCERIES — Continued.

Flour, graham. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.026	\$0.03	Holyoke, . . .	\$0.036	\$0.035	Salem, . . .	\$0.031	\$0.039
Brockton, . . .	.03	.037	Lawrence, . . .	.03	.031	Springfield, . . .	.038	.033
Fall River, . . .	.03	.03	Lowell, . . .	.03	.038	Taunton, . . .	.04	.03
Fitchburg, . . .	.04	.035	Lynn, . . .	.032	.03	Woburn, . . .	.035	.033
Gloucester, . . .	.04	.045	New Bedford, . . .	.04	.04	Worcester, . . .	.04	.04
Haverhill, . . .	.04	.036						

Flour, rye. [Pound.]

Boston, . . .	\$0.027	\$0.029	Holyoke, . . .	\$0.03	\$0.035	Salem, . . .	\$0.034	\$0.039
Brockton, . . .	.03	.04	Lowell, . . .	.03	.04	Springfield, . . .	.031	.032
Fall River, . . .	.03	.031	Lynn, . . .	.035	.032	Taunton, . . .	.03	.037
Fitchburg, . . .	.04	.034	New Bedford, . . .	.04	.037	Woburn, . . .	.03	.04
Gloucester, . . .	.036	.03	Newburyport, . . .	.034	.043			

Meal, corn. [Pound.]

Boston, . . .	\$0.021	\$0.026	Holyoke, . . .	\$0.031	\$0.03	Salem, . . .	\$0.03	\$0.029
Brockton, . . .	.03	.033	Lawrence, . . .	.031	.022	Springfield, . . .	.03	.027
Fall River, . . .	.03	.033	Lowell, . . .	.03	.025	Taunton, . . .	.03	.04
Fitchburg, . . .	.032	.03	Lynn, . . .	.023	.025	Woburn, . . .	.03	.024
Gloucester, . . .	.03	.03	New Bedford, . . .	.04	.038	Worcester, . . .	.03	.03
Haverhill, . . .	.03	.03	Newburyport, . . .	.028	.03			

Meal, oat. [Pound.]

Boston, . . .	\$0.041	\$0.039	Holyoke, . . .	\$0.044	\$0.045	Salem, . . .	\$0.038	\$0.034
Brockton, . . .	.04	.051	Lawrence, . . .	.04	.036	Springfield, . . .	.045	.034
Fall River, . . .	.05	.05	Lowell, . . .	.046	.04	Taunton, . . .	.04	.054
Fitchburg, . . .	.041	.036	Lynn, . . .	.036	.048	Woburn, . . .	.046	.047
Gloucester, . . .	.046	.049	New Bedford, . . .	.05	.046	Worcester, . . .	.04	.052
Haverhill, . . .	.041	.025	Newburyport, . . .	.042	.05			

Meal, rye. [Pound.]

Boston, . . .	\$0.033	\$0.03	Holyoke, . . .	\$0.03	\$0.032	Salem, . . .	\$0.032	\$0.03
Brockton, . . .	.03	.04	Lawrence, . . .	.031	.03	Springfield, . . .	.038	.026
Fall River, . . .	.03	.035	Lowell, . . .	.03	.04	Taunton, . . .	.05	.04
Fitchburg, . . .	.033	.03	Lynn, . . .	.033	.036	Woburn, . . .	.03	.03
Gloucester, . . .	.04	.04	New Bedford, . . .	.04	.04	Worcester, . . .	.03	.032
Haverhill, . . .	.03	.03	Newburyport, . . .	.03	.035			

Coffee, blend. [Pound.]

Boston, . . .	\$0.25	\$0.215	Lowell, . . .	\$0.25	\$0.325	Woburn, . . .	\$0.25	\$0.22
Fitchburg, . . .	.221	.234						

Coffee, Java. [Pound.]

Boston, . . .	\$0.231	\$0.283	Holyoke, . . .	\$0.327	\$0.35	Salem, . . .	\$0.314	\$0.28
Brockton, . . .	.302	.342	Lawrence, . . .	.35	.323	Taunton, . . .	.30	.325
Fall River, . . .	.297	.278	Lowell, . . .	.325	.35	Woburn, . . .	.324	.316
Fitchburg, . . .	.323	.38	New Bedford, . . .	.325	.324	Worcester, . . .	.337	.304
Haverhill, . . .	.35	.35						

Coffee, Mocha. [Pound.]

Boston, . . .	\$0.23	\$0.305	Lawrence, . . .	\$0.35	\$0.341	Taunton, . . .	\$0.307	\$0.335
Brockton, . . .	.302	.32	New Bedford, . . .	.304	.325	Worcester, . . .	.338	.35
Fall River, . . .	.30	.279	Salem, . . .	.30	.269			

Coffee, Mocha and Java. [Pound.]

Fitchburg, . . .	\$0.275	\$0.345	Lynn, . . .	\$0.245	\$0.301	Salem, . . .	\$0.20	\$0.284
Gloucester, . . .	.323	.372	Newburyport, . . .	.276	.312	Springfield, . . .	.334	.326

GROCERIES — Continued.

Coffee, Rio. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.147	\$0.151	Haverhill, . . .	\$0.291	\$0.25	Newburyport, . .	\$0.137	\$0.144
Brockton, . . .	.15	.185	Lawrence, . . .	.30	.181	Salem, . . .	.151	.18
Fall River, . . .	.15	.158	New Bedford, . .	.18	.16	Taunton, . . .	.18	.169

Coffee, Santos. [Pound.]

Boston, . . .	\$0.195	\$0.17	Lawrence, . . .	\$0.174	\$0.18	Salem, . . .	\$0.185	\$0.15
Brockton, . . .	.18	.181	New Bedford, . .	.18	.155	Springfield, . .	.20	.25
Fall River, . . .	.183	.155	Newburyport, . .	.15	.15	Taunton, . . .	.164	.158

Tea, black. [Pound.]

Boston, . . .	\$0.33	\$0.376	Holyoke, . . .	\$0.481	\$0.52	Salem, . . .	\$0.425	\$0.389
Brockton, . . .	.384	.603	Lawrence, . . .	.535	.511	Springfield, . .	.477	.521
Fall River, . . .	.50	.547	Lowell, . . .	.535	.618	Taunton, . . .	.483	.55
Fitchburg, . . .	.541	.549	Lynn, . . .	.50	.472	Woburn, . . .	.51	.508
Gloucester, . . .	.50	.540	New Bedford, . .	.517	.546	Worcester, . . .	.516	.531
Haverhill, . . .	.542	.56	Newburyport, . .	.458	.47			

Tea, green. [Pound.]

Boston, . . .	\$0.334	\$0.371	Holyoke, . . .	\$0.489	\$0.525	Newburyport, . .	\$0.451	\$0.466
Brockton, . . .	.418	.608	Lawrence, . . .	.533	.584	Salem, . . .	.436	.418
Fall River, . . .	.50	.55	Lowell, . . .	.533	.58	Springfield, . .	.501	.50
Fitchburg, . . .	.542	.55	Lynn, . . .	.458	.47	Taunton, . . .	.483	.55
Gloucester, . . .	.50	.536	New Bedford, . .	.519	.545	Woburn, . . .	.511	.38
Haverhill, . . .	.545	.565						

Tea, gunpowder. [Pound.]

Boston, . . .	\$0.70	\$0.64	Holyoke, . . .	\$0.70	\$0.50	Springfield, . .	\$0.60	\$0.50
Fitchburg, . . .	.70	.50						

Tea, mixed. [Pound.]

Boston, . . .	\$0.364	\$0.413	Holyoke, . . .	\$0.494	\$0.524	Salem, . . .	\$0.421	\$0.469
Brockton, . . .	.372	.603	Lawrence, . . .	.534	.48	Springfield, . .	.505	.465
Fall River, . . .	.53	.549	Lowell, . . .	.535	.637	Taunton, . . .	.45	.575
Fitchburg, . . .	.547	.542	Lynn, . . .	.468	.467	Woburn, . . .	.553	.581
Gloucester, . . .	.50	.536	New Bedford, . .	.50	.52	Worcester, . . .	.501	.52
Haverhill, . . .	.545	.50	Newburyport, . .	.444	.444			

Sugar, Coffee, A. [Pound]

Boston, . . .	\$0.048	\$0.055	Holyoke, . . .	\$0.056	\$0.061	Newburyport, . .	\$0.06	\$0.057
Brockton, . . .	.061	.07	Lowell, . . .	.045	.059	Taunton, . . .	.06	.07
Fall River, . . .	.051	.06	New Bedford, . .	.058	.06			

Sugar, cut leaf. [Pound.]

Boston, . . .	\$0.099	\$0.064	Holyoke, . . .	\$0.084	\$0.095	Salem, . . .	\$0.061	\$0.069
Brockton, . . .	.07	.09	Lawrence, . . .	.07	.071	Springfield, . .	.065	.071
Fall River, . . .	.062	.07	Lowell, . . .	.076	.08	Taunton, . . .	.07	.09
Fitchburg, . . .	.08	.08	Lynn, . . .	.061	.07	Woburn, . . .	.08	.073
Gloucester, . . .	.081	.08	New Bedford, . .	.078	.08	Worcester, . . .	.076	.06
Haverhill, . . .	.071	.073	Newburyport, . .	.07	.075			

Sugar, granulated. [Pound.]

Boston, . . .	\$0.051	\$0.055	Holyoke, . . .	\$0.062	\$0.065	Salem, . . .	\$0.06	\$0.055
Brockton, . . .	.052	.07	Lawrence, . . .	.055	.06	Springfield, . .	.051	.055
Fall River, . . .	.06	.06	Lowell, . . .	.05	.06	Taunton, . . .	.06	.07
Fitchburg, . . .	.055	.06	Lynn, . . .	.051	.055	Woburn, . . .	.051	.058
Gloucester, . . .	.055	.06	New Bedford, . .	.051	.06	Worcester, . . .	.06	.06
Haverhill, . . .	.055	.055	Newburyport, . .	.05	.057			

GROCERIES — Continued.

Sugar, powdered. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.097	\$0.063	Holyoke, . . .	\$0.08	\$0.084	Salem, . . .	\$0.062	\$0.07
Brockton, . . .	.08	.087	Lawrence, . . .	.068	.068	Springfield, . . .	.064	.072
Fall River, . . .	.061	.08	Lowell, . . .	.08	.08	Taunton, . . .	.07	.08
Fitchburg, . . .	.08	.08	Lynn, . . .	.064	.066	Woburn, . . .	.08	.077
Gloucester, . . .	.08	.081	New Bedford, . . .	.078	.08	Worcester, . . .	.076	.08
Haverhill, . . .	.08	.066	Newburyport, . . .	.07	.077			

Sugar, yellow. [Pound.]

Boston, . . .	\$0.046	\$0.05	Holyoke, . . .	\$0.052	\$0.06	Salem, . . .	\$0.045	\$0.05
Brockton, . . .	.05	.062	Lawrence, . . .	.062	.057	Springfield, . . .	.045	.05
Fall River, . . .	.047	.05	Lowell, . . .	.045	.055	Taunton, . . .	.05	.06
Fitchburg, . . .	.05	.063	Lynn, . . .	.045	.057	Woburn, . . .	.045	.056
Gloucester, . . .	.05	.06	New Bedford, . . .	.055	.05	Worcester, . . .	.05	.051
Haverhill, . . .	.05	.057	Newburyport, . . .	.05	.055			

Molasses, cooking. [Gallon.]

Boston, . . .	\$0.32	\$0.25	Holyoke, . . .	\$0.40	\$0.40	Salem, . . .	\$0.399	\$0.394
Brockton, . . .	.40	.442	Lawrence, . . .	.40	.381	Springfield, . . .	.411	.39
Fall River, . . .	.336	.373	Lowell, . . .	.411	.408	Taunton, . . .	.40	.408
Fitchburg, . . .	.40	.466	Lynn, . . .	.301	.40	Woburn, . . .	.376	.35
Gloucester, . . .	.40	.42	New Bedford, . . .	.40	.41	Worcester, . . .	.40	.455
Haverhill, . . .	.49	.571	Newburyport, . . .	.40	.46			

Molasses, New Orleans. [Gallon.]

Boston, . . .	\$0.433	\$0.434	Holyoke, . . .	\$0.529	\$0.50	Newburyport, . . .	\$0.50	\$0.562
Brockton, . . .	.612	.589	Lawrence, . . .	.612	.50	Salem, . . .	.542	.533
Fall River, . . .	.50	.549	Lowell, . . .	.529	.55	Springfield, . . .	.66	.672
Fitchburg, . . .	.527	.60	Lynn, . . .	.456	.56	Taunton, . . .	.614	.511
Gloucester,60	.60	New Bedford,584	.546	Woburn,566	.53
Haverhill,60	.496						

Molasses, Ponce. [Gallon.]

Boston, . . .	\$0.70	\$0.453	Lowell, . . .	\$0.60	\$0.60	-	-	-
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Molasses, Porto Rico. [Gallon.]

Boston, . . .	\$0.482	\$0.394	Lawrence, . . .	\$0.493	\$0.45	Salem, . . .	\$0.561	\$0.549
Brockton, . . .	.50	.52	Lowell, . . .	.58	.55	Springfield, . . .	.476	.515
Fall River, . . .	.50	.458	Lynn, . . .	.409	.51	Taunton, . . .	.491	.55
Fitchburg, . . .	.50	.507	New Bedford, . . .	.50	.515	Woburn, . . .	.472	.498
Gloucester, . . .	.559	.548	Newburyport, . . .	.50	.45	Worcester, . . .	.50	.60
Holyoke, . . .	.50	.528						

Syrup. [Gallon.]

Boston, . . .	\$0.486	\$0.411	Holyoke, . . .	\$0.60	\$0.383	Salem, . . .	\$0.469	\$0.48
Fall River, . . .	.50	.497	Lynn, . . .	.431	.433	Springfield, . . .	.562	.434
Fitchburg, . . .	.475	.59	New Bedford, . . .	.65	.466	Taunton, . . .	.50	.50
Gloucester, . . .	.60	.456	Newburyport, . . .	.453	.462	Woburn, . . .	.50	.416
Haverhill, . . .	.50	.525						

Vinegar, cider. [Gallon.]

Boston, . . .	\$0.221	\$0.227	Holyoke, . . .	\$0.20	\$0.20	Newburyport, . . .	\$0.368	\$0.21
Brockton, . . .	.20	.254	Lawrence, . . .	.326	.20	Salem, . . .	.262	.238
Fall River, . . .	.203	.222	Lowell, . . .	.20	.192	Taunton, . . .	.298	.25
Fitchburg, . . .	.209	.20	Lynn, . . .	.193	.159	Woburn, . . .	.20	.20
Gloucester, . . .	.204	.198	New Bedford, . . .	.24	.25	Worcester, . . .	.203	.20
Haverhill, . . .	.305	.18						

GROCERIES — Continued.

Vinegar, white wine. [Gallon.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.162	\$0.232	Haverhill, . . .	\$0.20	\$0.256	New Bedford, . .	\$0.264	\$0.29
Brockton, . . .	.24	.20	Holyoke, . . .	.20	.20	Salem, . . .	.216	.25
Fall River, . . .	.169	.19	Lawrence, . . .	.16	.20	Taunton, . . .	.28	.20
Fitchburg, . . .	.222	.216	Lowell, . . .	.192	.186	Woburn, . . .	.20	.196
Gloucester, . . .	.20	.20	Lynn, . . .	.245	.217			

Butter, creamery. [Pound.]

Boston, . . .	\$0.234	\$0.289	Holyoke, . . .	\$0.312	\$0.266	Salem, . . .	\$0.25	\$0.236
Brockton, . . .	.252	.285	Lawrence, . . .	.294	.277	Springfield, . .	.303	.283
Fall River, . . .	.25	.273	Lowell, . . .	.299	.28	Taunton, . . .	.268	.281
Fitchburg, . . .	.295	.289	Lynn, . . .	.247	.238	Woburn, . . .	.29	.257
Gloucester, . . .	.30	.284	New Bedford, . .	.312	.274	Worcester, . . .	.304	.286
Haverhill, . . .	.28	.28	Newburyport, . .	.262	.256			

Butter, cooking. [Pound.]

Boston, . . .	\$0.20	\$0.20	Holyoke, . . .	\$0.23	\$0.20	Salem, . . .	\$0.23	\$0.17
Brockton, . . .	.216	.22	Lynn, . . .	.208	.185	Springfield, . .	.217	.231
Fall River, . . .	.215	.237	New Bedford, . .	.237	.22	Taunton, . . .	.23	.22
Gloucester, . . .	.25	.20	Newburyport, . .	.225	.22			

Butter, dairy. [Pound.]

Boston, . . .	\$0.253	\$0.217	Lowell, . . .	\$0.265	\$0.221	Springfield, . .	\$0.284	\$0.24
Brockton, . . .	.308	.27	New Bedford, . .	.339	.26	Taunton, . . .	.31	.263
Fall River, . . .	.304	.289	Newburyport, . .	.30	.22	Woburn, . . .	.265	.23
Lawrence, . . .	.314	.26	Salem, . . .	.265	.19			

Butter, renovated. [Pound.]

Fitchburg, . . .	\$0.20	\$0.23	Holyoke, . . .	\$0.217	\$0.24	Newburyport, . .	\$0.20	\$0.20
Gloucester, . . .	.25	.25						

Cheese, Liverpool. [Pound.]

Boston, . . .	\$0.175	\$0.16	Gloucester, . . .	\$0.18	\$0.188	Newburyport, . .	\$0.17	\$0.166
Brockton, . . .	.186	.196	Lynn, . . .	.18	.20	Salem, . . .	.18	.20
Fall River, . . .	.184	.18	New Bedford, . .	.183	.18			

Cheese, New York. [Pound.]

Boston, . . .	\$0.15	\$0.143	Haverhill, . . .	\$0.16	\$0.16	Salem, . . .	\$0.184	\$0.133
Brockton, . . .	.17	.16	Lynn, . . .	.166	.142	Springfield, . .	.15	.146
Gloucester, . . .	.165	.164	Newburyport, . .	.164	.146	Taunton, . . .	.18	.168

Cheese, sage. [Pound.]

Brockton, . . .	\$0.182	\$0.182	Haverhill, . . .	\$0.17	\$0.15	New Bedford, . .	\$0.18	\$0.18
Fall River, . . .	.184	.18	Lawrence, . . .	.17	.16	Taunton, . . .	.18	.18

Cheese, Vermont. [Pound.]

Boston, . . .	\$0.162	\$0.126	Fall River, . . .	\$0.16	\$0.16	Taunton, . . .	\$0.18	\$0.16
Brockton, . . .	.16	.16	New Bedford, . .	.185	.16			

Eggs, Cape. [Dozen.]

Boston, . . .	\$0.231	\$0.264	Haverhill, . . .	\$0.25	\$0.316	New Bedford, . .	\$0.24	\$0.274
Fall River, . . .	.25	.299	Lynn, . . .	.29	.306	Taunton, . . .	.242	.28

GROCERIES — Continued.

Eggs, Eastern. [Dozen.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.205	\$0.254	Haverhill, . .	\$0.246	\$0.304	Springfield, .	\$0.25	\$0.30
Brockton, . .	.22	.275	Lowell, . . .	.24	.264	Taunton, . . .	.223	.28
Fall River, .	.22	.285	Lynn, . . . .	.204	.265	Woburn, . . .	.235	.283
Fitchburg, . .	.256	.30	New Bedford, .	.22	.28	Worcester, . .	.252	.368
Gloucester, .	.22	.289	Newburyport, .	.24	.26			

Eggs, near by. [Dozen.]

Boston, . . .	\$0.236	\$0.295	Lawrence, . .	\$0.262	\$0.375	Salem,	\$0.254	\$0.373
Brockton, . .	.256	.40	Lowell, . . .	.25	.38	Springfield, .	.25	.35
Fall River, .	.263	.39	Lynn, . . . .	.26	.42	Taunton, . . .	.263	.40
Fitchburg, . .	.25	.37	New Bedford, .	.257	.40	Worcester, . .	.255	.401
Gloucester, .	.246	.382	Newburyport, .	.242	.345			

Eggs, refrigerator. [Dozen.]

Fall River, . .	\$0.195	\$0.222	New Bedford, .	\$0.20	\$0.25	-	-	-
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Eggs, Western. [Dozen.]

Boston, . . .	\$0.20	\$0.256	Lawrence, . .	\$0.206	\$0.244	Springfield, .	\$0.218	\$0.30
Haverhill, . .	.22	.28	Lowell, . . .	.20	.25	Woburn, . . .	.205	.291
Holyoke, . . .	.22	.21	Salem, . . . .	.206	.24	Worcester, . .	.22	.28

Beans, black. [Quart.]

Brockton, . . .	\$0.113	\$0.08	Lawrence, . .	\$0.117	\$0.13	Salem,	\$0.10	\$0.12
Gloucester, . .	.128	.10	Lowell, . . .	.113	.10	Taunton, . . .	.114	.08
Haverhill, . .	.117	.145	Lynn,145	.15			

Beans, lentils. [Quart.]

Lynn,	\$0.07	\$0.07	Salem,	\$0.12	\$0.15	-	-	-
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Beans, medium. [Quart.]

Boston, . . .	\$0.085	\$0.085	Lynn,	\$0.072	\$0.084	Newburyport, .	\$0.09	\$0.08
Brockton, . .	.086	.10	New Bedford, .	.10	.103	Taunton,097	.10
Fall River, .	.088	.09						

Beans, pea. [Quart.]

Boston, . . .	\$0.091	\$0.077	Holyoke, . . .	\$0.094	\$0.10	Salem,	\$0.099	\$0.082
Brockton, . .	.092	.115	Lawrence, . .	.107	.082	Springfield, .	.09	.09
Fall River, .	.103	.107	Lowell, . . .	.089	.093	Taunton, . . .	.104	.111
Fitchburg, . .	.102	.097	Lynn, . . . .	.089	.079	Woburn, . . .	.095	.097
Gloucester, .	.096	.093	New Bedford, .	.108	.111	Worcester, . .	.091	.102
Haverhill, . .	.098	.08	Newburyport, .	.088	.088			

Beans, red kidney. [Quart.]

Boston, . . .	\$0.128	\$0.105	Holyoke, . . .	\$0.113	\$0.12	Salem,	\$0.13	\$0.129
Brockton, . .	.117	.144	Lawrence, . .	.12	.115	Springfield, .	.12	.11
Fall River, .	.119	.12	Lowell, . . .	.116	.12	Taunton, . . .	.117	.147
Fitchburg, . .	.12	.12	Lynn, . . . .	.116	.122	Woburn, . . .	.12	.125
Gloucester, .	.135	.123	New Bedford, .	.14	.12	Worcester, . .	.12	.122
Haverhill, . .	.12	.125	Newburyport, .	.116	.12			

GROCERIES — Continued.

Beans, yellow eye. [Quart.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.113	\$0.10	Holyoke, . . .	\$0.12	\$0.12	Salem, . . .	\$0.121	\$0.11
Brockton, . . .	.117	.133	Lawrence, . . .	.118	.115	Springfield, . . .	.12	.10
Fall River, . . .	.114	.12	Lowell, . . .	.116	.12	Taunton, . . .	.117	.14
Fitchburg, . . .	.126	.124	Lynn, . . .	.11	.116	Woburn, . . .	.12	.12
Gloucester, . . .	.12	.12	New Bedford, . . .	.14	.12	Worcester, . . .	.12	.12
Haverhill, . . .	.12	.12	Newburyport, . . .	.105	.11			

Pease, dried. [Quart.]

Boston, . . .	\$0.079	\$0.069	Lawrence, . . .	\$0.082	\$0.064	Salem, . . .	\$0.08	\$0.08
Brockton, . . .	.08	.10	Lowell, . . .	.086	.089	Springfield, . . .	.08	.084
Fall River, . . .	.081	.08	Lynn, . . .	.077	.066	Taunton, . . .	.08	.10
Gloucester, . . .	.078	.091	New Bedford, . . .	.08	.075	Woburn, . . .	.084	.088
Haverhill, . . .	.08	.08	Newburyport, . . .	.07	.08	Worcester, . . .	.06	.066
Holyoke, . . .	.08	.08						

Pease, split. [Quart.]

Boston, . . .	\$0.095	\$0.072	Lawrence, . . .	\$0.088	\$0.068	Salem, . . .	\$0.09	\$0.086
Brockton, . . .	.10	.118	Lowell, . . .	.097	.133	Springfield, . . .	.10	.088
Fall River, . . .	.078	.08	Lynn, . . .	.084	.093	Taunton, . . .	.09	.12
Gloucester, . . .	.085	.10	New Bedford, . . .	.055	.08	Woburn, . . .	.097	.091
Haverhill, . . .	.08	.09	Newburyport, . . .	.082	.10	Worcester, . . .	.10	.084
Holyoke, . . .	.088	.10						

Rice, good. [Pound.]

Boston, . . .	\$0.063	\$0.064	Holyoke, . . .	\$0.08	\$0.05	Salem, . . .	\$0.057	\$0.052
Brockton, . . .	.087	.074	Lawrence, . . .	.082	.076	Springfield, . . .	.073	.06
Fall River, . . .	.08	.076	Lowell, . . .	.067	.076	Taunton, . . .	.07	.074
Fitchburg, . . .	.07	.064	Lynn, . . .	.057	.055	Woburn, . . .	.068	.075
Gloucester, . . .	.072	.07	New Bedford, . . .	.08	.073	Worcester, . . .	.064	.083
Haverhill, . . .	.09	.09	Newburyport, . . .	.07	.08			

Rice, head. [Pound.]

Boston, . . .	\$0.077	\$0.062	Lawrence, . . .	\$0.097	\$0.086	Salem, . . .	\$0.08	\$0.085
Brockton, . . .	.105	.10	Lynn, . . .	.077	.086	Springfield, . . .	.10	.086
Fitchburg, . . .	.10	.084	New Bedford, . . .	.10	.10	Taunton, . . .	.09	.10
Gloucester, . . .	.089	.094	Newburyport, . . .	.087	.085	Worcester, . . .	.10	.10
Holyoke, . . .	.10	.09						

Tapioca, flake. [Pound.]

Boston, . . .	\$0.047	\$0.049	Haverhill, . . .	\$0.079	\$0.06	Newburyport, . . .	\$0.08	\$0.06
Brockton, . . .	.07	.076	Holyoke, . . .	.055	.09	Salem, . . .	.064	.05
Fall River, . . .	.05	.05	Lynn, . . .	.051	.056	Taunton, . . .	.066	.072
Gloucester, . . .	.07	.073	New Bedford, . . .	.06	.05			

Tapioca, pearl. [Pound.]

Boston, . . .	\$0.043	\$0.043	Holyoke, . . .	\$0.08	\$0.087	Salem, . . .	\$0.06	\$0.06
Brockton, . . .	.05	.08	Lawrence, . . .	.082	.063	Springfield, . . .	.065	.065
Fall River, . . .	.05	.05	Lowell, . . .	.05	.07	Taunton, . . .	.06	.08
Fitchburg, . . .	.077	.08	Lynn, . . .	.05	.046	Woburn, . . .	.063	.066
Gloucester, . . .	.07	.072	New Bedford, . . .	.08	.067	Worcester, . . .	.051	.06
Haverhill, . . .	.085	.06	Newburyport, . . .	.062	.074			

Wago. [Pound.]

Boston, . . .	\$0.065	\$0.062	Haverhill, . . .	\$0.088	\$0.09	Newburyport, . . .	\$0.08	\$0.06
Brockton, . . .	.09	.077	Lawrence, . . .	.085	.06	Salem, . . .	.073	.061
Fall River, . . .	.05	.05	Lowell, . . .	.074	.08	Springfield, . . .	.08	.06
Fitchburg, . . .	.076	.073	Lynn, . . .	.078	.06	Taunton, . . .	.087	.077
Gloucester, . . .	.09	.081	New Bedford, . . .	.06	.05			

GROCERIES — Concluded.

Bread Soda. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.03	\$0.052	Holyoke, . . .	\$0.072	\$0.092	Newburyport, . .	\$0.06	\$0.083
Brockton, . . .	.072	.08	Lawrence, . . .	.061	.072	Salem, . . .	.054	.04
Fall River, . . .	.06	.08	Lowell, . . .	.05	.055	Taunton, . . .	.08	.072
Fitchburg, . . .	.052	.057	Lynn, . . .	.048	.041	Woburn, . . .	.05	.062
Gloucester, . . .	.096	.09	New Bedford, . .	.09	.076	Worcester, . . .	.05	.09
Haverhill, . . .	.065	.07						

Saleratus. [Pound.]

Boston, . . .	\$0.055	\$0.066	Holyoke, . . .	\$0.08	\$0.092	Newburyport, . .	\$0.061	\$0.082
Brockton, . . .	.072	.07	Lawrence, . . .	.061	.062	Salem, . . .	.084	.079
Fall River, . . .	.06	.08	Lowell, . . .	.078	.06	Taunton, . . .	.08	.076
Fitchburg, . . .	.07	.057	Lynn, . . .	.048	.042	Woburn, . . .	.074	.08
Gloucester, . . .	.094	.09	New Bedford, . .	.09	.08	Worcester, . . .	.08	.09

Starch. [Pound.]

Boston, . . .	\$0.052	\$0.051	Holyoke, . . .	\$0.059	\$0.058	Newburyport, . .	\$0.071	\$0.077
Brockton, . . .	.068	.063	Lawrence, . . .	.089	.062	Salem, . . .	.062	.05
Fall River, . . .	.06	.06	Lowell, . . .	.046	.07	Taunton, . . .	.06	.07
Fitchburg, . . .	.053	.068	Lynn, . . .	.055	.051	Woburn, . . .	.046	.055
Gloucester, . . .	.073	.069	New Bedford, . .	.06	.076	Worcester, . . .	.044	.06
Haverhill, . . .	.08	.064						

Soap, laundry. [Cake.]

Boston, . . .	\$0.042	\$0.045	Holyoke, . . .	\$0.05	\$0.05	Newburyport, . .	\$0.05	\$0.05
Brockton, . . .	.05	.05	Lawrence, . . .	.048	.05	Salem, . . .	.058	.043
Fall River, . . .	.045	.05	Lowell, . . .	.05	.05	Taunton, . . .	.05	.05
Fitchburg, . . .	.05	.06	Lynn, . . .	.049	.05	Woburn, . . .	.05	.05
Gloucester, . . .	.05	.05	New Bedford, . .	.051	.05	Worcester, . . .	.05	.046
Haverhill, . . .	.05	.048						

Soap, old. [Bar.]

Boston, . . .	\$0.047	\$0.065	Haverhill, . . .	\$0.05	\$0.05	New Bedford, . .	\$0.052	\$0.04
Brockton, . . .	.05	.042	Lynn, . . .	.072	.064	Salem, . . .	.101	.147
Fall River, . . .	.035	.04						

Kerosene Oil. [Gallon.]

Boston, . . .	\$0.144	\$0.137	Holyoke, . . .	\$0.123	\$0.112	Newburyport, . .	\$0.147	\$0.143
Brockton, . . .	.157	.14	Lawrence, . . .	.155	.147	Salem, . . .	.15	.13
Fall River, . . .	.16	.16	Lowell, . . .	.137	.15	Taunton, . . .	.16	.14
Fitchburg, . . .	.13	.14	Lynn, . . .	.15	.146	Woburn, . . .	.14	.14
Gloucester, . . .	.143	.14	New Bedford, . .	.164	.16	Worcester, . . .	.124	.10
Haverhill, . . .	.15	.15						

Pickles, cucumber. [Quart.]

Boston, . . .	\$0.111	\$0.16	Holyoke, . . .	\$0.127	\$0.111	Newburyport, . .	\$0.134	\$0.137
Brockton, . . .	.127	.233	Lawrence, . . .	.126	.106	Salem, . . .	.165	.187
Fall River, . . .	.183	.23	Lowell, . . .	.11	.10	Taunton, . . .	.126	.20
Fitchburg, . . .	.11	.105	Lynn, . . .	.15	.115	Woburn, . . .	.106	.178
Gloucester, . . .	.142	.118	New Bedford, . .	.146	.096	Worcester, . . .	.10	.10
Haverhill, . . .	.12	.141						

Pickles, mixed. [Quart.]

Boston, . . .	\$0.13	\$0.217	Holyoke, . . .	\$0.19	\$0.142	Newburyport, . .	\$0.15	\$0.191
Fitchburg, . . .	.14	.139	Lawrence, . . .	.14	.121	Salem, . . .	.20	.194
Gloucester, . . .	.25	.162	Lowell, . . .	.12	.10	Woburn, . . .	.11	.196
Haverhill, . . .	.14	.148	New Bedford, . .	.192	.20	Worcester, . . .	.12	.20

PROVISIONS.

Beef, corned. Brisket. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.104	\$0.116	Holyoke, . . .	\$0.068	\$0.10	Salem, . . .	\$0.121	\$0.12
Brockton, . . .	.12	.14	Lawrence, . . .	.125	.10	Springfield, . . .	.06	.07
Fall River, . . .	.125	.127	Lowell, . . .	.105	.115	Taunton, . . .	.08	.12
Fitchburg, . . .	.095	.112	Lynn, . . .	.113	.121	Woburn, . . .	.118	.12
Gloucester, . . .	.129	.182	New Bedford, . . .	.115	.128	Worcester, . . .	.078	.12
Haverhill, . . .	.109	.11	Newburyport, . . .	.093	.12			

Beef, corned. Flank. [Pound.]

Boston, . . .	\$0.059	\$0.058	Holyoke, . . .	\$0.052	\$0.05	Salem, . . .	\$0.055	\$0.045
Brockton, . . .	.052	.056	Lowell, . . .	.056	.056	Springfield, . . .	.07	.07
Fall River, . . .	.04	.049	Lynn, . . .	.052	.051	Taunton, . . .	.08	.07
Fitchburg, . . .	.057	.053	New Bedford, . . .	.05	.043	Woburn, . . .	.085	.078
Gloucester, . . .	.063	.071	Newburyport, . . .	.051	.072	Worcester, . . .	.06	.06
Haverhill, . . .	.065	.08						

Beef, corned. Rib (thick end). [Pound.]

Boston, . . .	\$0.099	\$0.098	Holyoke, . . .	\$0.088	\$0.05	Salem, . . .	\$0.113	\$0.092
Brockton, . . .	.12	.125	Lawrence, . . .	.12	.13	Springfield, . . .	.138	.104
Fall River, . . .	.12	.128	Lowell, . . .	.082	.105	Taunton, . . .	.137	.137
Fitchburg, . . .	.116	.096	Lynn, . . .	.104	.101	Woburn, . . .	.115	.111
Gloucester, . . .	.12	.109	New Bedford, . . .	.12	.121	Worcester, . . .	.13	.125
Haverhill, . . .	.101	.10	Newburyport, . . .	.107	.116			

Beef, roast. Rib. [Pound.]

Boston, . . .	\$0.174	\$0.147	Holyoke, . . .	\$0.155	\$0.168	Salem, . . .	\$0.171	\$0.154
Brockton, . . .	.202	.174	Lawrence, . . .	.15	.16	Springfield, . . .	.196	.159
Fall River, . . .	.196	.13	Lowell, . . .	.138	.168	Taunton, . . .	.20	.152
Fitchburg, . . .	.172	.145	Lynn, . . .	.14	.156	Woburn, . . .	.195	.162
Gloucester, . . .	.159	.15	New Bedford, . . .	.148	.148	Worcester, . . .	.20	.157
Haverhill, . . .	.15	.15	Newburyport, . . .	.148	.141			

Beef, roast. Rib roll. [Pound.]

Boston, . . .	\$0.154	\$0.132	Holyoke, . . .	\$0.102	\$0.20	Newburyport, . . .	\$0.133	\$0.125
Brockton, . . .	.20	.114	Lynn, . . .	.133	.133	Salem, . . .	.14	.126
Fall River, . . .	.14	.115	New Bedford, . . .	.13	.10	Taunton, . . .	.206	.115

Beef, roast. Rump (back). [Pound.]

Boston, . . .	\$0.217	\$0.157	Gloucester, . . .	\$0.178	\$0.17	New Bedford, . . .	\$0.237	\$0.209
Brockton, . . .	.18	.22	Lowell, . . .	.147	.223	Salem, . . .	.211	.265
Fall River, . . .	.14	.185	Lynn, . . .	.151	.12	Taunton, . . .	.233	.186
Fitchburg, . . .	.169	.14						

Beef, roast. Rump (face). [Pound.]

Boston, . . .	\$0.163	\$0.16	Haverhill, . . .	\$0.18	\$0.18	Salem, . . .	\$0.186	\$0.20
Brockton, . . .	.20	.254	Lowell, . . .	.126	.228	Springfield, . . .	.20	.141
Fall River, . . .	.151	.221	Lynn, . . .	.159	.149	Taunton, . . .	.16	.242
Fitchburg, . . .	.192	.18	New Bedford, . . .	.151	.257	Woburn, . . .	.243	.182
Gloucester, . . .	.182	.185	Newburyport, . . .	.19	.199	Worcester, . . .	.206	.22

Beef, roast. Sirloin. [Pound.]

Boston, . . .	\$0.218	\$0.214	Holyoke, . . .	\$0.21	\$0.20	Salem, . . .	\$0.206	\$0.234
Brockton, . . .	.246	.246	Lawrence, . . .	.19	.25	Springfield, . . .	.22	.246
Fall River, . . .	.213	.216	Lowell, . . .	.172	.208	Taunton, . . .	.249	.26
Fitchburg, . . .	.194	.197	Lynn, . . .	.184	.207	Woburn, . . .	.245	.227
Gloucester, . . .	.227	.25	New Bedford, . . .	.234	.268	Worcester, . . .	.22	.244
Haverhill, . . .	.186	.26	Newburyport, . . .	.20	.185			

PROVISIONS — Continued.

Beef, roast. Veal. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.157	\$0.157	Holyoke, . . .	\$0.15	\$0.12	Newburyport, . .	\$0.18	\$0.161
Brockton, . . .	.157	.10	Lawrence, . . .	.183	.22	Salem, . . .	.206	.20
Fall River, . . .	.15	.157	Lynn, . . .	.162	.161	Taunton, . . .	.20	.10
Fitchburg, . . .	.107	.18	New Bedford, . .	.163	.157	Worcester, . . .	.11	.22
Gloucester, . . .	.18	.174						

Beefsteak, chuck. [Pound.]

Boston, . . .	\$0.109	\$0.12	Holyoke, . . .	\$0.124	\$0.091	Salem, . . .	\$0.163	\$0.14
Brockton, . . .	.093	.10	Lowell, . . .	.092	.077	Springfield, . . .	.12	.11
Fitchburg, . . .	.126	.13	Lynn, . . .	.133	.12	Taunton, . . .	.10	.10
Gloucester, . . .	.146	.15	Newburyport, . .	.125	.127	Worcester, . . .	.115	.13
Haverhill, . . .	.082	.13						

Beefsteak, Hamburger. [Pound.]

Boston, . . .	\$0.095	\$0.091	Holyoke, . . .	\$0.101	\$0.102	Salem, . . .	\$0.14	\$0.105
Brockton, . . .	.143	.12	Lawrence, . . .	.156	.18	Springfield, . . .	.111	.116
Fall River, . . .	.16	.108	Lowell, . . .	.098	.10	Taunton, . . .	.194	.108
Fitchburg, . . .	.112	.105	Lynn, . . .	.106	.09	Woburn, . . .	.113	.122
Gloucester, . . .	.118	.126	New Bedford, . .	.151	.101	Worcester, . . .	.104	.171
Haverhill, . . .	.128	.15	Newburyport, . .	.094	.117			

Beefsteak, round. [Pound.]

Boston, . . .	\$0.188	\$0.195	Holyoke, . . .	\$0.157	\$0.139	Salem, . . .	\$0.217	\$0.19
Brockton, . . .	.19	.15	Lawrence, . . .	.18	.18	Springfield, . . .	.178	.153
Fall River, . . .	.186	.12	Lowell, . . .	.165	.142	Taunton, . . .	.194	.152
Fitchburg, . . .	.20	.156	Lynn, . . .	.194	.145	Woburn, . . .	.196	.217
Gloucester, . . .	.248	.187	New Bedford, . .	.176	.12	Worcester, . . .	.18	.186
Haverhill, . . .	.20	.20	Newburyport, . .	.172	.166			

Beefsteak, rump. [Pound.]

Boston, . . .	\$0.246	\$0.269	Holyoke, . . .	\$0.205	\$0.217	Salem, . . .	\$0.263	\$0.29
Brockton, . . .	.24	.272	Lawrence, . . .	.234	.25	Springfield, . . .	.211	.193
Fall River, . . .	.229	.209	Lowell, . . .	.258	.25	Taunton, . . .	.247	.256
Fitchburg, . . .	.215	.25	Lynn, . . .	.273	.261	Woburn, . . .	.234	.303
Gloucester, . . .	.291	.298	New Bedford, . .	.219	.226	Worcester, . . .	.218	.25
Haverhill, . . .	.242	.28	Newburyport, . .	.231	.25			

Beefsteak, sirloin. [Pound.]

Boston, . . .	\$0.228	\$0.254	Holyoke, . . .	\$0.235	\$0.246	Salem, . . .	\$0.262	\$0.268
Brockton, . . .	.255	.255	Lawrence, . . .	.256	.25	Springfield, . . .	.263	.212
Fall River, . . .	.253	.22	Lowell, . . .	.216	.25	Taunton, . . .	.262	.265
Fitchburg, . . .	.253	.25	Lynn, . . .	.197	.252	Woburn, . . .	.282	.282
Gloucester, . . .	.25	.259	New Bedford, . .	.238	.257	Worcester, . . .	.256	.261
Haverhill, . . .	.246	.26	Newburyport, . .	.227	.237			

Beef, soup. Shin bone. [Pound.]

Boston, . . .	\$0.05	\$0.049	Holyoke, . . .	\$0.052	\$0.05	Salem, . . .	\$0.044	\$0.05
Brockton, . . .	.044	.04	Lawrence, . . .	.035	.05	Springfield, . . .	.052	.05
Fall River, . . .	.03	.044	Lowell, . . .	.05	.033	Taunton, . . .	.044	.05
Fitchburg, . . .	.049	.054	Lynn, . . .	.043	.04	Woburn, . . .	.052	.042
Gloucester, . . .	.049	.044	New Bedford, . .	.032	.03	Worcester, . . .	.052	.046
Haverhill, . . .	.035	.06	Newburyport, . .	.042	.042			

Lamb, chop. [Pound.]

Boston, . . .	\$0.232	\$0.176	Holyoke, . . .	\$0.16	\$0.166	Salem, . . .	\$0.221	\$0.187
Brockton, . . .	.211	.238	Lawrence, . . .	.21	.242	Springfield, . . .	.166	.172
Fall River, . . .	.25	.22	Lowell, . . .	.157	.229	Taunton, . . .	.246	.22
Fitchburg, . . .	.20	.245	Lynn, . . .	.151	.182	Woburn, . . .	.256	.257
Gloucester, . . .	.205	.193	New Bedford, . .	.175	.229	Worcester, . . .	.165	.256
Haverhill, . . .	.195	.175	Newburyport, . .	.162	.205			

PROVISIONS — Continued.

Lamb, forequarter. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.085	\$0.087	Holyoke, . . .	\$0.091	\$0.09	Salem, . . .	\$0.091	\$0.091
Brockton, . . .	.105	.10	Lawrence, . . .	.10	.13	Springfield, . . .	.08	.09
Fall River, . . .	.161	.093	Lowell, . . .	.091	.082	Taunton, . . .	.12	.12
Fitchburg, . . .	.108	.093	Lynn, . . .	.089	.08	Woburn, . . .	.105	.105
Gloucester, . . .	.10	.091	New Bedford, . . .	.116	.096	Worcester, . . .	.085	.12
Haverhill, . . .	.083	.10	Newburyport, . . .	.087	.094			

Lamb, hindquarter. [Pound.]

Boston, . . .	\$0.129	\$0.121	Holyoke, . . .	\$0.12	\$0.12	Salem, . . .	\$0.132	\$0.131
Brockton, . . .	.176	.15	Lawrence, . . .	.15	.17	Springfield, . . .	.13	.07
Fall River, . . .	.217	.172	Lowell, . . .	.128	.121	Taunton, . . .	.18	.147
Fitchburg, . . .	.141	.13	Lynn, . . .	.136	.128	Woburn, . . .	.157	.15
Gloucester, . . .	.148	.12	New Bedford, . . .	.18	.22	Worcester, . . .	.135	.16
Haverhill, . . .	.134	.15	Newburyport, . . .	.148	.128			

Lamb, leg. [Pound.]

Boston, . . .	\$0.154	\$0.135	Holyoke, . . .	\$0.126	\$0.136	Salem, . . .	\$0.166	\$0.15
Brockton, . . .	.18	.193	Lawrence, . . .	.16	.191	Springfield, . . .	.145	.139
Fall River, . . .	.203	.157	Lowell, . . .	.146	.174	Taunton, . . .	.203	.16
Fitchburg, . . .	.156	.166	Lynn, . . .	.149	.143	Woburn, . . .	.185	.16
Gloucester, . . .	.151	.152	New Bedford, . . .	.215	.222	Worcester, . . .	.15	.157
Haverhill, . . .	.147	.16	Newburyport, . . .	.172	.155			

Lamb, loin. [Pound.]

Boston, . . .	\$0.134	\$0.109	Haverhill, . . .	\$0.132	\$0.15	Newburyport, . . .	\$0.17	\$0.135
Brockton, . . .	.18	.15	Holyoke, . . .	.14	.18	Salem, . . .	.162	.128
Fall River, . . .	.203	.15	Lowell, . . .	.134	.14	Taunton, . . .	.18	.133
Fitchburg, . . .	.13	.10	Lynn, . . .	.125	.125	Woburn, . . .	.160	.18
Gloucester, . . .	.149	.15	New Bedford, . . .	.207	.22	Worcester, . . .	.15	.20

Pork, chop. [Pound]

Boston, . . .	\$0.132	\$0.152	Holyoke, . . .	\$0.13	\$0.147	Salem, . . .	\$0.142	\$0.166
Brockton, . . .	.139	.156	Lawrence, . . .	.132	.154	Springfield, . . .	.141	.155
Fall River, . . .	.136	.155	Lowell, . . .	.133	.15	Taunton, . . .	.14	.146
Fitchburg, . . .	.131	.146	Lynn, . . .	.128	.147	Woburn, . . .	.13	.17
Gloucester, . . .	.14	.174	New Bedford, . . .	.134	.156	Worcester, . . .	.136	.167
Haverhill, . . .	.128	.167	Newburyport, . . .	.135	.165			

Pork, roast. [Pound.]

Boston, . . .	\$0.117	\$0.137	Holyoke, . . .	\$0.13	\$0.124	Salem, . . .	\$0.134	\$0.155
Brockton, . . .	.142	.15	Lawrence, . . .	.129	.15	Springfield, . . .	.14	.15
Fall River, . . .	.128	.124	Lowell, . . .	.125	.138	Taunton, . . .	.137	.15
Fitchburg, . . .	.128	.135	Lynn, . . .	.123	.138	Woburn, . . .	.13	.152
Gloucester, . . .	.132	.167	New Bedford, . . .	.132	.156	Worcester, . . .	.127	.161
Haverhill, . . .	.12	.16	Newburyport, . . .	.125	.15			

Pork, spare rib. [Pound.]

Boston, . . .	\$0.097	\$0.088	Holyoke, . . .	\$0.091	\$0.092	Newburyport, . . .	\$0.091	\$0.11
Brockton, . . .	.138	.13	Lawrence, . . .	.12	.15	Salem, . . .	.134	.10
Fall River, . . .	.124	.089	Lowell, . . .	.088	.117	Springfield, . . .	.102	.10
Fitchburg, . . .	.10	.093	Lynn, . . .	.105	.081	Taunton, . . .	.137	.138
Gloucester,09	.092	New Bedford,133	.084	Woburn,10	.082
Haverhill,12	.09						

Pork, salt. [Pound.]

Boston, . . .	\$0.105	\$0.109	-	-	-	-	-	-
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PROVISIONS — Continued.

Veal, chop. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.147	\$0.173	Haverhill, . . .	\$0.181	\$0.18	Newburyport, . .	\$0.182	\$0.178
Brockton, . . .	.241	.228	Holyoke, . . .	.191	.165	Salem, . . .	.213	.237
Fall River, . . .	.238	.239	Lowell, . . .	.176	.18	Springfield, . . .	.20	.183
Fitchburg, . . .	.208	.226	Lynn, . . .	.174	.18	Taunton, . . .	.25	.247
Gloucester, . . .	.256	.235	New Bedford, . .	.243	.267	Worcester, . . .	.20	.25

Veal, cutlet. [Pound.]

Boston, . . .	\$0.247	\$0.215	Holyoke, . . .	\$0.227	\$0.21	Newburyport, . .	\$0.21	\$0.248
Brockton, . . .	.244	.25	Lawrence, . . .	.215	.22	Salem, . . .	.276	.28
Fall River, . . .	.258	.28	Lowell, . . .	.275	.25	Springfield, . . .	.247	.245
Fitchburg, . . .	.262	.265	Lynn, . . .	.246	.288	Taunton, . . .	.25	.28
Gloucester, . . .	.266	.238	New Bedford, . .	.243	.288	Worcester, . . .	.247	.28

Veal, forequarter. [Pound.]

Boston, . . .	\$0.085	\$0.089	Holyoke, . . .	\$0.108	\$0.102	Newburyport, . .	\$0.105	\$0.084
Brockton, . . .	.116	.105	Lawrence, . . .	.10	.14	Salem, . . .	.097	.105
Fall River, . . .	.082	.085	Lowell, . . .	.093	.09	Springfield, . . .	.121	.10
Fitchburg, . . .	.108	.10	Lynn, . . .	.089	.09	Taunton, . . .	.123	.12
Gloucester, . . .	.107	.101	New Bedford, . .	.10	.096	Worcester, . . .	.12	.14
Haverhill, . . .	.10	.14						

Veal, hindquarter. [Pound.]

Boston, . . .	\$0.143	\$0.117	Holyoke, . . .	\$0.143	\$0.13	New Bedford, . .	\$0.151	\$0.152
Brockton, . . .	.156	.15	Lawrence, . . .	.12	.18	Newburyport, . .	.156	.13
Fall River, . . .	.18	.136	Lowell, . . .	.123	.125	Springfield, . . .	.18	.15
Gloucester, . . .	.162	.16	Lynn, . . .	.123	.136	Taunton, . . .	.16	.155
Haverhill, . . .	.121	.18						

Veal, leg. [Pound.]

Boston, . . .	\$0.142	\$0.138	Holyoke, . . .	\$0.15	\$0.141	Newburyport, . .	\$0.153	\$0.135
Brockton, . . .	.20	.15	Lawrence, . . .	.14	.22	Salem, . . .	.178	.178
Fall River, . . .	.25	.133	Lowell, . . .	.139	.14	Springfield, . . .	.18	.171
Fitchburg, . . .	.172	.182	Lynn, . . .	.135	.153	Taunton, . . .	.20	.16
Gloucester, . . .	.184	.168	New Bedford, . .	.20	.152	Worcester, . . .	.174	.227
Haverhill, . . .	.142	.22						

Veal, loin. [Pound.]

Boston, . . .	\$0.162	\$0.126	Holyoke, . . .	\$0.162	\$0.182	Newburyport, . .	\$0.156	\$0.133
Brockton, . . .	.16	.15	Lawrence, . . .	.15	.18	Salem, . . .	.165	.184
Fall River, . . .	.202	.132	Lowell, . . .	.123	.16	Springfield, . . .	.16	.166
Fitchburg, . . .	.152	.148	Lynn, . . .	.119	.141	Taunton, . . .	.217	.162
Gloucester, . . .	.16	.142	New Bedford, . .	.242	.15	Worcester, . . .	.171	.20
Haverhill, . . .	.14	.16						

Poultry, Chicken. [Pound.]

Boston, . . .	\$0.226	\$0.182	Holyoke, . . .	\$0.20	\$0.182	Salem, . . .	\$0.224	\$0.24
Brockton, . . .	.247	.22	Lawrence, . . .	.23	.239	Springfield, . . .	.218	.173
Fall River, . . .	.274	.22	Lowell, . . .	.215	.22	Taunton, . . .	.245	.22
Fitchburg, . . .	.246	.238	Lynn, . . .	.20	.19	Woburn, . . .	.204	.262
Gloucester, . . .	.224	.235	New Bedford, . .	.239	.211	Worcester, . . .	.22	.267
Haverhill, . . .	.232	.22	Newburyport, . .	.22	.212			

Poultry, Fowl. [Pound.]

Boston, . . .	\$0.175	\$0.159	Holyoke, . . .	\$0.175	\$0.152	Salem, . . .	\$0.176	\$0.198
Brockton, . . .	.18	.186	Lawrence, . . .	.18	.20	Springfield, . . .	.18	.163
Fall River, . . .	.195	.20	Lowell, . . .	.18	.162	Taunton, . . .	.177	.20
Fitchburg, . . .	.182	.186	Lynn, . . .	.168	.157	Woburn, . . .	.186	.186
Gloucester, . . .	.188	.183	New Bedford, . .	.173	.192	Worcester, . . .	.18	.206
Haverhill, . . .	.174	.18	Newburyport, . .	.185	.18			

PROVISIONS — Continued.

Poultry, Turkey. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.249	\$0.25	Lowell, . . .	\$0.247	\$0.25	Springfield, . .	\$0.25	\$0.25
Brockton, . . .	.25	.28	Lynn, . . .	.246	.233	Taunton, . . .	.25	.25
Holyoke, . . .	.246	.25	Salem, . . .	.25	.25			

Bacon, side. [Pound.]

Boston, . . .	\$0.156	\$0.146	Holyoke, . . .	\$0.144	\$0.141	Salem, . . .	\$0.155	\$0.145
Brockton, . . .	.182	.155	Lawrence, . . .	.18	.155	Springfield, . .	.141	.14
Fall River, . . .	.18	.176	Lowell, . . .	.136	.151	Taunton, . . .	.18	.15
Fitchburg, . . .	.149	.172	Lynn, . . .	.144	.142	Woburn, . . .	.176	.20
Gloucester, . . .	.177	.173	New Bedford, . .	.17	.175	Worcester, . . .	.14	.175
Haverhill, . . .	.172	.162	Newburyport, . .	.147	.147			

Bacon, sliced. [Pound.]

Boston, . . .	\$0.145	\$0.151	Holyoke, . . .	\$0.16	\$0.16	Salem, . . .	\$0.175	\$0.174
Brockton, . . .	.182	.18	Lawrence, . . .	.195	.16	Springfield, . .	.177	.15
Fall River, . . .	.182	.19	Lowell, . . .	.143	.17	Taunton, . . .	.182	.15
Fitchburg, . . .	.177	.18	Lynn, . . .	.164	.155	Woburn, . . .	.19	.16
Gloucester, . . .	.196	.20	New Bedford, . .	.191	.192	Worcester, . . .	.18	.19
Haverhill, . . .	.185	.16	Newburyport, . .	.16	.164			

Ham, sliced. [Pound.]

Boston, . . .	\$0.222	\$0.212	Holyoke, . . .	\$0.215	\$0.22	Salem, . . .	\$0.215	\$0.213
Brockton, . . .	.24	.24	Lawrence, . . .	.21	.22	Springfield, . .	.20	.214
Fall River, . . .	.137	.24	Lowell, . . .	.206	.219	Taunton, . . .	.218	.243
Fitchburg, . . .	.217	.237	Lynn, . . .	.204	.25	Woburn, . . .	.271	.253
Gloucester, . . .	.247	.245	New Bedford, . .	.20	.228	Worcester, . . .	.20	.25
Haverhill, . . .	.20	.211	Newburyport, . .	.20	.20			

Ham, whole. [Pound.]

Boston, . . .	\$0.142	\$0.145	Holyoke, . . .	\$0.142	\$0.142	Salem, . . .	\$0.14	\$0.144
Brockton, . . .	.14	.18	Lawrence, . . .	.178	.184	Springfield, . .	.143	.157
Fall River, . . .	.126	.15	Lowell, . . .	.133	.139	Taunton, . . .	.138	.179
Fitchburg, . . .	.134	.14	Lynn, . . .	.142	.146	Woburn, . . .	.153	.174
Gloucester, . . .	.149	.16	New Bedford, . .	.154	.16	Worcester, . . .	.141	.16
Haverhill, . . .	.142	.153	Newburyport, . .	.134	.149			

Sausages, Bologna. [Pound.]

Boston, . . .	\$0.093	\$0.108	Holyoke, . . .	\$0.102	\$0.10	Salem, . . .	\$0.10	\$0.10
Brockton, . . .	.12	.10	Lawrence, . . .	.094	.136	Springfield, . .	.10	.103
Fall River, . . .	.102	.092	Lowell, . . .	.10	.10	Taunton, . . .	.114	.10
Fitchburg, . . .	.105	.103	Lynn, . . .	.10	.10	Woburn, . . .	.10	.10
Gloucester, . . .	.105	.11	New Bedford, . .	.096	.10	Worcester, . . .	.10	.136
Haverhill, . . .	.093	.10	Newburyport, . .	.10	.103			

Sausages, Frankfurters. [Pound.]

Boston, . . .	\$0.105	\$0.112	Holyoke, . . .	\$0.12	\$0.104	Salem, . . .	\$0.139	\$0.148
Brockton, . . .	.122	.10	Lawrence, . . .	.10	.105	Springfield, . .	.12	.124
Fall River, . . .	.10	.094	Lowell, . . .	.122	.10	Taunton, . . .	.12	.10
Fitchburg, . . .	.117	.104	Lynn, . . .	.098	.095	Woburn, . . .	.123	.114
Gloucester, . . .	.12	.12	New Bedford, . .	.112	.10	Worcester, . . .	.12	.147
Haverhill, . . .	.10	.10	Newburyport, . .	.122	.133			

Sausages, pork. [Pound.]

Boston, . . .	\$0.105	\$0.121	Holyoke, . . .	\$0.12	\$0.119	Salem, . . .	\$0.133	\$0.147
Brockton, . . .	.14	.12	Lawrence, . . .	.12	.135	Springfield, . .	.109	.12
Fall River, . . .	.10	.115	Lowell, . . .	.126	.112	Taunton, . . .	.14	.116
Fitchburg, . . .	.12	.137	Lynn, . . .	.108	.111	Woburn, . . .	.11	.128
Gloucester, . . .	.125	.124	New Bedford, . .	.114	.12	Worcester, . . .	.10	.132
Haverhill, . . .	.12	.12	Newburyport, . .	.12	.13			

PROVISIONS — Concluded.

Shoulder, corned. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.092	\$0.103	Haverhill, . . .	\$0.09	\$0.105	Newburyport, . . .	\$0.092	\$0.105
Brockton, . . .	.10	.144	Holyoke, . . .	.104	.107	Salem, . . .	.10	.103
Fall River, . . .	.089	.10	Lowell, . . .	.10	.101	Springfield, . . .	.112	.114
Fitchburg, . . .	.106	.12	Lynn, . . .	.102	.102	Taunton, . . .	.096	.134
Gloucester, . . .	.102	.122	New Bedford, . . .	.095	.10	Woburn, . . .	.11	.116

Shoulder, smoked. [Pound.]

Boston, . . .	\$0.092	\$0.10	Holyoke, . . .	\$0.115	\$0.12	Salem, . . .	\$0.10	\$0.104
Brockton, . . .	.10	.12	Lawrence, . . .	.096	.115	Springfield, . . .	.12	.114
Fall River, . . .	.101	.10	Lowell, . . .	.10	.112	Taunton, . . .	.097	.113
Fitchburg, . . .	.116	.111	Lynn, . . .	.10	.109	Woburn, . . .	.112	.122
Gloucester, . . .	.11	.123	New Bedford, . . .	.10	.095	Worcester, . . .	.116	.13
Haverhill, . . .	.09	.11	Newburyport, . . .	.098	.10			

Liver. [Pound.]

Boston, . . .	\$0.09	\$0.084	Holyoke, . . .	\$0.073	\$0.078	Salem, . . .	\$0.10	\$0.10
Brockton, . . .	.10	.08	Lawrence, . . .	.073	.07	Springfield, . . .	.08	.08
Fall River, . . .	.08	.089	Lowell, . . .	.08	.07	Taunton, . . .	.097	.08
Fitchburg, . . .	.077	.08	Lynn, . . .	.089	.072	Woburn, . . .	.085	.085
Gloucester, . . .	.08	.089	New Bedford, . . .	.062	.10	Worcester, . . .	.08	.088
Haverhill, . . .	.08	.08	Newburyport, . . .	.092	.10			

Tripe. [Pound.]

Boston, . . .	\$0.062	\$0.082	Holyoke, . . .	\$0.086	\$0.07	Salem, . . .	\$0.115	\$0.10
Brockton, . . .	.10	.08	Lawrence, . . .	.09	.075	Springfield, . . .	.088	.082
Fall River, . . .	.071	.081	Lowell, . . .	.091	.06	Taunton, . . .	.097	.086
Fitchburg, . . .	.074	.083	Lynn, . . .	.067	.055	Woburn, . . .	.086	.098
Gloucester, . . .	.08	.086	New Bedford, . . .	.09	.08	Worcester, . . .	.08	.083
Haverhill, . . .	.072	.07	Newburyport, . . .	.05	.063			

Lard, best leaf. [Pound.]

Boston, . . .	\$0.124	\$0.116	Haverhill, . . .	\$0.119	\$0.118	New Bedford, . . .	\$0.12	\$0.118
Brockton, . . .	.127	.113	Holyoke, . . .	.132	.118	Salem, . . .	.132	.137
Fall River, . . .	.12	.11	Lawrence, . . .	.14	.115	Springfield, . . .	.14	.134
Gloucester, . . .	.136	.124	Lynn, . . .	.123	.134	Taunton, . . .	.116	.121

Lard, leaf. [Pound.]

Boston, . . .	\$0.114	\$0.104	Lowell, . . .	\$0.14	\$0.125	Taunton, . . .	\$0.114	\$0.12
Brockton, . . .	.113	.123	Lynn, . . .	.117	.128	Worcester, . . .	.14	.12
Lawrence, . . .	.126	.115	Newburyport, . . .	.10	.111			

Lard, pure. [Pound.]

Boston, . . .	\$0.101	\$0.091	Holyoke, . . .	\$0.12	\$0.108	Salem, . . .	\$0.111	\$0.096
Brockton, . . .	.13	.11	Lynn, . . .	.102	.101	Springfield, . . .	.105	.103
Fall River, . . .	.104	.109	New Bedford, . . .	.12	.111	Taunton, . . .	.13	.11
Fitchburg, . . .	.117	.114	Newburyport, . . .	.093	.10	Woburn, . . .	.124	.10
Gloucester, . . .	.12	.12						

Cottolene. [Pound.]

Fitchburg, . . .	\$0.125	\$0.12	Holyoke, . . .	\$0.10	\$0.12	Springfield, . . .	\$0.09	\$0.123
Gloucester, . . .	.13	.13	Lynn, . . .	.12	.12	Worcester, . . .	.125	.125

FISH.

Cod, fresh. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.09	\$0.078	Holyoke, . . .	\$0.077	\$0.061	Newburyport, . .	\$0.071	\$0.07
Brockton, . . .	.12	.10	Lawrence, . . .	.133	.131	Salem, . . .	.096	.094
Fall River, . . .	.10	.096	Lowell, . . .	.073	.10	Taunton, . . .	.115	.09
Fitchburg, . . .	.083	.078	Lynn, . . .	.076	.085	Woburn, . . .	.085	.12
Gloucester, . . .	.082	.084	New Bedford, . .	.095	.10	Worcester, . . .	.076	.091
Haverhill, . . .	.12	.07						

Cod, salt. [Pound.]

Boston, . . .	\$0.091	\$0.12	Haverhill, . . .	\$0.146	\$0.145	Salem, . . .	\$0.097	\$0.08
Brockton, . . .	.151	.12	Lowell, . . .	.13	.10	Springfield, . .	.10	.127
Fall River, . . .	.189	.08	Lynn, . . .	.10	.107	Taunton, . . .	.146	.13
Fitchburg, . . .	.122	.099	New Bedford, . .	.138	.078	Woburn, . . .	.14	.146
Gloucester, . . .	.15	.077				Worcester, . . .	.091	.143

Halibut, fresh. [Pound.]

Boston, . . .	\$0.166	\$0.19	Holyoke, . . .	\$0.15	\$0.167	Salem, . . .	\$0.164	\$0.191
Brockton, . . .	.197	.185	Lawrence, . . .	.178	.19	Springfield, . .	.15	.186
Fall River, . . .	.203	.186	Lowell, . . .	.166	.20	Taunton, . . .	.217	.20
Fitchburg, . . .	.20	.20	Lynn, . . .	.182	.181	Woburn, . . .	.20	.197
Gloucester, . . .	.197	.20	New Bedford, . .	.168	.20	Worcester, . . .	.163	.221
Haverhill, . . .	.161	.18	Newburyport, . .	.178	.172			

Halibut, smoked. [Pound.]

Boston, . . .	\$0.197	\$0.213	Holyoke, . . .	\$0.18	\$0.20	Salem, . . .	\$0.19	\$0.216
Brockton, . . .	.244	.206	Lawrence, . . .	.19	.20	Springfield, . .	.175	.194
Fall River, . . .	.20	.22	Lowell, . . .	.18	.208	Taunton, . . .	.208	.23
Fitchburg, . . .	.186	.196	Lynn, . . .	.19	.184	Woburn, . . .	.23	.26
Gloucester, . . .	.194	.193	New Bedford, . .	.20	.102	Worcester, . . .	.18	.21
Haverhill, . . .	.197	.212	Newburyport, . .	.191	.19			

Mackerel, fresh. [Aplece.]

Boston, . . .	\$0.30	\$0.286	Lowell, . . .	\$0.238	\$0.30	Springfield, . .	\$0.22	\$0.297
Brockton, . . .	.25	.266	Lynn, . . .	.216	.215	Woburn, . . .	.30	.25
Fitchburg, . . .	.25	.261	Salem, . . .	.19	.30	Worcester, . . .	.235	.31

Mackerel, salt. [Aplece.]

Boston, . . .	\$0.164	\$0.151	Holyoke, . . .	\$0.131	\$0.111	Salem, . . .	\$0.168	\$0.20
Brockton, . . .	.18	.153	Lawrence, . . .	.152	.288	Springfield, . .	.107	.126
Fall River, . . .	.167	.144	Lowell, . . .	.115	.155	Taunton, . . .	.203	.15
Fitchburg, . . .	.118	.172	Lynn, . . .	.166	.10	Woburn, . . .	.12	.20
Gloucester, . . .	.16	.222	New Bedford, . .	.15	.098	Worcester, . . .	.123	.225
Haverhill, . . .	.158	.12						

Salmon, smoked. [Pound.]

Boston, . . .	\$0.241	\$0.281	Lawrence, . . .	\$0.244	\$0.332	Salem, . . .	\$0.267	\$0.28
Brockton, . . .	.282	.25	Lowell, . . .	.208	.25	Springfield, . .	.20	.25
Fall River, . . .	.246	.216	Lynn, . . .	.238	.164	Taunton, . . .	.30	.24
Holyoke, . . .	.20	.25	New Bedford, . .	.25	.20	Worcester, . . .	.185	.26

VEGETABLES.

Cabbage. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.065	\$0.012	Holyoke, . . .	\$0.05	\$0.01	Newburyport, . .	\$0.05	\$0.018
Brockton, . . .	.055	.01	Lawrence, . . .	.07	.01	Salem, . . .	.05	.019
Fall River, . . .	.075	.02	Lowell, . . .	.06	.01	Springfield, . . .	.06	.011
Fitchburg, . . .	.057	.029	Lynn, . . .	.044	.015	Taunton, . . .	.05	.013
Gloucester, . . .	.051	.018	New Bedford, . .	.062	.03	Worcester, . . .	.06	.02
Haverhill, . . .	.065	.02						

Onions. [Quart.]

Boston, . . .	\$0.064	\$0.054	Holyoke, . . .	\$0.061	\$0.05	Salem, . . .	\$0.078	\$0.05
Brockton, . . .	.07	.05	Lawrence, . . .	.07	.05	Springfield, . . .	.063	.05
Fall River, . . .	.065	.06	Lowell, . . .	.076	.06	Taunton, . . .	.07	.05
Fitchburg, . . .	.062	.05	Lynn, . . .	.065	.043	Woburn, . . .	.10	.06
Gloucester, . . .	.095	.062	New Bedford, . .	.063	.057	Worcester, . . .	.06	.05
Haverhill, . . .	.075	.05	Newburyport, . .	.056	.076			

Potatoes, sweet. [Pound.]

Boston, . . .	\$0.043	\$0.025	Holyoke, . . .	\$0.06	\$0.016	Salem, . . .	\$0.05	\$0.018
Brockton, . . .	.058	.025	Lawrence, . . .	.05	.02	Springfield, . . .	.06	.02
Fall River, . . .	.05	.03	Lowell, . . .	.05	.02	Taunton, . . .	.06	.026
Fitchburg, . . .	.05	.02	Lynn, . . .	.042	.021	Woburn, . . .	.055	.02
Gloucester, . . .	.045	.026	New Bedford, . .	.05	.03	Worcester, . . .	.06	.028
Haverhill, . . .	.06	.02	Newburyport, . .	.054	.021			

Potatoes, white. [Peck.]

Boston, . . .	\$0.316	\$0.195	Holyoke, . . .	\$0.34	\$0.189	Salem, . . .	\$0.392	\$0.18
Brockton, . . .	.363	.221	Lawrence, . . .	.33	.195	Springfield, . . .	.321	.20
Fall River, . . .	.302	.252	Lowell, . . .	.375	.20	Taunton, . . .	.406	.24
Fitchburg, . . .	.347	.20	Lynn, . . .	.302	.176	Woburn, . . .	.37	.206
Gloucester, . . .	.362	.214	New Bedford, . .	.342	.253	Worcester, . . .	.346	.214
Haverhill, . . .	.35	.20	Newburyport, . .	.35	.234			

Turnips, white. [Pound.]

Boston, . . .	\$0.028	\$0.02	Lawrence, . . .	\$0.03	\$0.02	Salem, . . .	\$0.042	\$0.02
Brockton, . . .	.02	.02	Lowell, . . .	.03	.02	Springfield, . . .	.025	.015
Fall River, . . .	.022	.02	Lynn, . . .	.036	.03	Taunton, . . .	.02	.021
Fitchburg, . . .	.023	.023	New Bedford, . .	.02	.02	Woburn, . . .	.038	.02
Haverhill, . . .	.03	.02	Newburyport, . .	.023	.02	Worcester, . . .	.025	.024
Holyoke, . . .	.022	.015						

Turnips, yellow. [Pound.]

Boston, . . .	\$0.023	\$0.02	Holyoke, . . .	\$0.027	\$0.016	Salem, . . .	\$0.033	\$0.023
Brockton, . . .	.02	.02	Lawrence, . . .	.03	.02	Springfield, . . .	.025	.015
Fitchburg, . . .	.023	.023	Lowell, . . .	.028	.02	Taunton, . . .	.02	.021
Gloucester, . . .	.024	.02	Lynn, . . .	.021	.016	Woburn, . . .	.03	.02
Haverhill, . . .	.03	.02	Newburyport, . .	.03	.02	Worcester, . . .	.028	.023

FRUIT.

Apples, dried. [Pound.]

Boston, . . .	\$0.109	\$0.098	Holyoke, . . .	\$0.105	\$0.10	Salem, . . .	\$0.138	\$0.117
Brockton, . . .	.11	.08	Lynn, . . .	.098	.107	Springfield, . . .	.113	.081
Fall River, . . .	.12	.117	New Bedford, . .	.122	.13	Taunton, . . .	.12	.115
Fitchburg, . . .	.116	.108	Newburyport, . .	.107	.10	Worcester, . . .	.111	.12
Gloucester, . . .	.106	.116						

FRUIT — Concluded.

Apples, fresh. [Peck.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.402	\$0.252	Holyoke, . . .	\$0.333	\$0.14	Springfield, . .	\$0.317	\$0.20
Brockton, . . .	.477	.25	Lynn, . . .	.34	.272	Taunton, . . .	.50	.266
Fall River, . . .	.50	.369	New Bedford, . .	.50	.296	Woburn, . . .	.334	.366
Fitchburg, . . .	.307	.191	Newburyport, . .	.285	.191	Worcester, . . .	.35	.221
Gloucester, . . .	.317	.229	Salem, . . .	.442	.208			

Apricots, dried. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.14	\$0.13	Holyoke, . . .	\$0.124	\$0.125	Salem, . . .	\$0.146	\$0.139
Brockton, . . .	.13	.174	Lawrence, . . .	.122	.117	Springfield, . .	.148	.146
Fall River, . . .	.148	.146	Lowell, . . .	.159	.13	Taunton, . . .	.15	.163
Fitchburg, . . .	.12	.137	Lynn, . . .	.12	.119	Woburn, . . .	.162	.142
Gloucester, . . .	.141	.15	New Bedford, . .	.154	.137	Worcester, . . .	.16	.16
Haverhill, . . .	.125	.13	Newburyport, . .	.126	.13			

Bananas. [Dozen.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.176	\$0.15	Haverhill, . . .	\$0.20	\$0.20	New Bedford, . .	\$0.17	\$0.194
Brockton, . . .	.16	.193	Holyoke, . . .	.182	.187	Salem, . . .	.199	.15
Fall River, . . .	.153	.15	Lawrence, . . .	.203	.20	Springfield, . .	.132	.187
Fitchburg, . . .	.177	.20	Lowell, . . .	.179	.196	Taunton, . . .	.18	.15
Gloucester, . . .	.187	.207	Lynn, . . .	.195	.152	Worcester, . . .	.187	.20

Cranberries. [Quart.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.107	\$0.085	Holyoke, . . .	\$0.12	\$0.10	Salem, . . .	\$0.10	\$0.071
Brockton, . . .	.098	.10	Lawrence, . . .	.118	.078	Springfield, . .	.116	.118
Fall River, . . .	.121	.10	Lowell, . . .	.111	.132	Taunton, . . .	.10	.10
Fitchburg, . . .	.12	.091	Lynn, . . .	.095	.072	Woburn, . . .	.096	.09
Gloucester, . . .	.116	.10	New Bedford, . .	.10	.10	Worcester, . . .	.123	.10
Haverhill, . . .	.126	.077	Newburyport, . .	.108	.095			

Lemons. [Dozen.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.133	\$0.178	Holyoke, . . .	\$0.215	\$0.19	Salem, . . .	\$0.184	\$0.14
Brockton, . . .	.109	.175	Lawrence, . . .	.194	.20	Springfield, . .	.199	.24
Fall River, . . .	.146	.21	Lowell, . . .	.161	.176	Taunton, . . .	.175	.174
Fitchburg, . . .	.20	.225	Lynn, . . .	.134	.176	Worcester, . . .	.194	.18
Gloucester, . . .	.23	.231	New Bedford, . .	.178	.179			

Oranges. [Dozen.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.243	\$0.294	Gloucester, . . .	\$0.283	\$0.435	Lynn, . . .	\$0.24	\$0.252
Brockton, . . .	.279	.30	Holyoke, . . .	.223	.315	Salem, . . .	.249	.365
Fall River, . . .	.35	.35	Lowell, . . .	.232	.30	Springfield, . .	.249	.357
Fitchburg, . . .	.216	.289						

Prunes. [Pound.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$0.074	\$0.074	Holyoke, . . .	\$0.067	\$0.10	Salem, . . .	\$0.098	\$0.091
Brockton, . . .	.085	.107	Lawrence, . . .	.098	.092	Springfield, . .	.071	.094
Fall River, . . .	.118	.094	Lowell, . . .	.077	.08	Taunton, . . .	.10	.102
Fitchburg, . . .	.092	.089	Lynn, . . .	.076	.086	Woburn, . . .	.074	.097
Gloucester, . . .	.093	.097	New Bedford, . .	.12	.101	Worcester, . . .	.071	.10
Haverhill, . . .	.076	.094	Newburyport, . .	.112	.092			

FUEL.

Coal, egg. [Ton.]

CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES		CITIES.	AVERAGE RETAIL PRICES	
	April, 1904	October, 1904		April, 1904	October, 1904		April, 1904	October, 1904
Boston, . . .	\$7.00	\$6.75	Holyoke, . . .	\$7.50	\$7.25	Salem, . . .	\$6.75	\$6.836
Brockton, . . .	7.75	9.50	Lawrence, . . .	7.25	7.234	Springfield, . . .	7.00	7.00
Fall River, . . .	7.60	7.00	Lowell, . . .	7.00	7.50	Taunton, . . .	7.00	8.75
Fitchburg, . . .	7.25	7.75	Lynn, . . .	6.75	7.00	Woburn, . . .	7.316	7.164
Gloucester, . . .	7.00	7.00	New Bedford, . . .	7.00	7.25	Worcester, . . .	7.00	7.50
Haverhill, . . .	7.435	7.50	Newburyport, . . .	6.75	6.75			

Coal, furnace. [Ton.]

Boston, . . .	\$7.029	\$6.50	Haverhill, . . .	\$7.419	\$7.25	Salem, . . .	\$6.666	\$6.722
Brockton, . . .	7.75	9.50	Lawrence, . . .	7.25	7.00	Taunton, . . .	7.00	8.75
Fall River, . . .	7.25	7.00	Lowell, . . .	7.00	7.50	Woburn, . . .	7.316	6.958
Fitchburg, . . .	7.25	7.50	Lynn, . . .	6.50	6.75	Worcester, . . .	7.00	7.25
Gloucester, . . .	7.00	7.00	New Bedford, . . .	7.00	7.25			

Coal, nut. [Ton.]

Boston, . . .	\$7.00	\$7.00	Holyoke, . . .	\$7.50	\$7.25	Salem, . . .	\$6.75	\$6.906
Brockton, . . .	7.75	9.50	Lawrence, . . .	7.25	7.25	Springfield, . . .	7.00	7.00
Fall River, . . .	7.75	8.25	Lowell, . . .	7.00	7.50	Taunton, . . .	7.00	8.75
Fitchburg, . . .	7.25	7.75	Lynn, . . .	6.75	7.00	Woburn, . . .	7.316	7.229
Gloucester, . . .	7.25	7.25	New Bedford, . . .	7.00	7.00	Worcester, . . .	7.00	7.50
Haverhill, . . .	7.431	7.50	Newburyport, . . .	6.75	6.75			

Coal, stove. [Ton.]

Boston, . . .	\$7.00	\$7.00	Holyoke, . . .	\$7.50	\$7.25	Salem, . . .	\$6.75	\$6.916
Brockton, . . .	7.75	9.50	Lawrence, . . .	7.25	7.25	Springfield, . . .	7.00	7.00
Fall River, . . .	7.75	8.50	Lowell, . . .	7.00	7.50	Taunton, . . .	7.00	8.75
Fitchburg, . . .	7.25	7.75	Lynn, . . .	6.75	7.00	Woburn, . . .	7.316	7.173
Gloucester, . . .	7.25	7.25	New Bedford, . . .	7.00	8.25	Worcester, . . .	7.00	7.50
Haverhill, . . .	7.437	7.50	Newburyport, . . .	6.75	6.75			

Wood, hard. [Cord.]

Boston, . . .	\$12.848	\$12.00	Holyoke, . . .	\$9.00	\$9.264	Salem, . . .	\$11.00	\$10.00
Brockton, . . .	9.50	9.50	Lawrence, . . .	9.00	7.00	Springfield, . . .	9.00	8.00
Fall River, . . .	9.00	8.68	Lowell, . . .	9.00	8.00	Taunton, . . .	8.00	8.50
Fitchburg, . . .	8.00	8.89	Lynn, . . .	11.142	11.733	Woburn, . . .	8.666	6.562
Gloucester, . . .	14.00	14.007	New Bedford, . . .	8.50	8.00	Worcester, . . .	9.00	9.571
Haverhill, . . .	7.50	6.375	Newburyport, . . .	9.30	9.333			

Wood, soft. [Cord.]

Boston, . . .	\$11.333	\$10.00	Holyoke, . . .	\$7.333	\$5.00	Salem, . . .	\$9.777	\$9.00
Brockton, . . .	7.50	7.944	Lawrence, . . .	8.00	6.129	Springfield, . . .	7.00	7.00
Fall River, . . .	9.00	8.00	Lowell, . . .	6.00	6.00	Taunton, . . .	7.00	7.50
Fitchburg, . . .	7.00	6.603	Lynn, . . .	9.157	9.473	Woburn, . . .	8.666	6.50
Gloucester, . . .	12.142	11.066	New Bedford, . . .	7.50	7.00	Worcester, . . .	7.00	8.00
Haverhill, . . .	6.50	5.50	Newburyport, . . .	7.76	7.60			

In the following recapitulation we have brought together the different articles in each of the 17 cities in April and in October, and present an average retail price per basis for all of the cities considered. For instance, it is seen that in April, 1904, the average price of flour (bread) was based upon that sold in barrels to the number of 1,536, and in October upon 1,110 barrels similarly sold. The average for the State in April, 1904, was \$6.371 per barrel, and in October, 1904, \$7.626 per barrel. This April average was exceeded in the cities of Fall River,

Fitchburg, Gloucester, Haverhill, Holyoke, Lowell, New Bedford, Salem, Springfield, Taunton, and Worcester, while in Boston, Brockton, Lawrence, Lynn, Newburyport, and Woburn the price per barrel was lower than this average. In October, the average retail price per barrel of bread flour for the State was, as stated, \$7.626. This average was exceeded for that month in the cities of Brockton, Fall River, Gloucester, New Bedford, Salem, Taunton, and Worcester, the average in the other cities ranging lower than this figure. The table is easily comprehended and needs no further introduction or analysis.

THE STATE.

ARTICLES.	Basis	APRIL, 1904		OCTOBER, 1904	
		Quantities Sold	Average Retail Price	Quantities Sold	Average Retail Price
GROCERIES.					
Flour:					
Bread,	pound	13,600	\$0.039	22,653	\$0.04
Pastry,	barrel	1,536	6.371	1,110	7.626
	pound	13,550	.039	14,894	.036
	barrel	1,302	5.824	407	6.797
Buckwheat,	pound	5,407	.039	2,562	.041
Entire wheat,	pound	8,378	.043	4,717	.045
Graham,	pound	7,565	.034	5,990	.033
Rye,	pound	6,370	.031	2,754	.033
Meal:					
Corn,	pound	17,807	.027	11,337	.029
Oat,	pound	11,915	.042	9,568	.043
Rye,	pound	8,630	.033	4,270	.034
Coffee:					
Blend,	pound	1,095	.24	7,897	.274
Java,	pound	16,102	.298	5,045	.304
Mocha,	pound	14,517	.299	4,092	.306
Mocha and Java,	pound	3,275	.31	10,947	.314
Rio,	pound	3,964	.16	1,785	.16
Santos,	pound	2,796	.187	1,229	.172
Tea:					
Black,	pound	17,095	.453	7,081	.511
Green,	pound	14,902	.465	5,021	.514
Gunpowder,	pound	775	.648	368	.607
Mixed,	pound	25,490	.475	7,886	.53
Sugar:					
Coffee A,	pound	7,285	.052	3,036	.062
Cut loaf,	pound	8,146	.079	5,199	.073
Granulated,	pound	106,725	.055	135,725	.057
Powdered,	pound	8,827	.08	7,796	.073
Yellow,	pound	9,970	.048	10,690	.052
Molasses:					
Cooking,	gallon	2,530	.39	2,889	.405
New Orleans,	gallon	6,964	.515	3,394	.538
Ponce,	gallon	970	.609	1,515	.584
Porto Rico,	gallon	4,948 ¹ / ₄	.488	3,190	.482
Syrup,	gallon	1,566 ¹ / ₄	.525	723	.467
Vinegar:					
Cider,	gallon	5,465 ¹ / ₄	.218	3,639	.223
White wine,	gallon	5,213	.191	2,312	.202
Butter:					
Cooking,	pound	6,215	.219	2,067	.213
Creamery,	pound	36,270	.263	26,202	.265
Dairy,	pound	11,485	.284	7,645	.258
Renovated,	pound	1,506	.226	355	.233
Cheese:					
Liverpool,	pound	995	.18	1,189	.177
New York,	pound	4,820	.164	3,507	.148
Sage,	pound	720	.179	756	.174
Vermont,	pound	6,927	.169	1,540	.151
Eggs:					
Cape,	dozen	2,792	.245	3,292	.279
Eastern,	dozen	13,524	.226	5,677	.27
Near by,	dozen	13,621	.254	4,748	.345
Refrigerator,	dozen	1,225	.195	2,626	.255
Western,	dozen	12,579	.206	2,450	.256
Beans:					
Black,	quart	1,198	.119	441	.098
Lentils,	quart	922	.079	308	.097
Medium,	quart	6,155	.091	5,195	.092
Pea,	quart	31,944	.095	16,898	.092
Red kidney,	quart	7,983	.125	2,935	.118
Yellow eye,	quart	8,452	.116	2,808	.113

THE STATE — Continued.

ARTICLES.	Basis	APRIL, 1904		OCTOBER, 1904	
		Quantities Sold	Average Retail Price	Quantities Sold	Average Retail Price
GROCERIES — Con.					
Pease:					
Dried,	quart	16,072	\$0.079	2,235	\$0.079
Split,	quart	2,643	.091	1,887	.09
Rice:					
Good,	pound	9,880	.07	4,024	.07
Head,	pound	8,575	.09	3,921	.082
Tapioca:					
Flake,	pound	3,628	.057	898	.064
Pearl,	pound	5,093	.055	2,026	.058
Sage,	pound	2,756	.074	908	.064
Bread soda,	pound	5,797	.052	3,210	.069
Saleratus,	pound	4,550	.075	2,765	.072
Starch,	pound	7,646	.054	5,598	.059
Soap:					
Laundry,	cake	26,676	.048	24,800	.048
Old,	bar	4,681	.048	3,912	.046
Kerosene oil,	gallon	17,745	.148	15,610	.145
Pickles:					
Cucumber,	quart	3,424	.12	1,389	.169
Mixed,	quart	2,672	.146	714	.171
PROVISIONS.					
Beef, corned:					
Brisket,	pound	14,100	.103	11,226	.11
Flank,	pound	12,347	.056	10,070	.056
Rib (thick end),	pound	15,542	.116	11,998	.106
Beef, roast:					
Rib,	pound	12,463	.175	12,690	.152
Rib roll,	pound	9,907	.139	6,420	.12
Rump (back),	pound	5,626	.182	4,165	.185
Rump (face),	pound	10,076	.176	5,071	.199
Sirloin,	pound	12,467	.214	7,435	.227
Vein,	pound	7,108	.153	3,675	.152
Beefsteak:					
Chuck,	pound	18,768	.102	6,175	.115
Hamburger,	pound	13,833	.118	7,606	.106
Round,	pound	19,766	.191	17,735	.166
Rump,	pound	23,405	.237	14,570	.252
Sirloin,	pound	23,553	.245	11,150	.247
Beef, soup:					
Shin bone,	pound	12,494	.043	13,025	.045
Lamb:					
Chop,	pound	13,791	.196	7,010	.201
Forequarter,	pound	10,268	.10	11,964	.09
Hindquarter,	pound	9,588	.16	8,375	.135
Leg,	pound	10,683	.165	9,672	.152
Loin,	pound	7,563	.156	3,087	.143
Pork:					
Chop,	pound	13,103	.135	10,496	.156
Roast,	pound	15,368	.13	13,006	.146
Spare rib,	pound	8,774	.11	4,457	.098
Salt,	pound	1,800	.105	11,310	.109
Veal:					
Chop,	pound	6,851	.189	2,501	.201
Cutlet,	pound	4,253	.244	2,042	.262
Forequarter,	pound	6,191	.103	3,934	.097
Hindquarter,	pound	5,276	.149	2,660	.137
Leg,	pound	5,858	.17	3,314	.156
Loin,	pound	4,381	.169	2,722	.149
Poultry:					
Chicken,	pound	8,228	.229	5,361	.206
Fowl,	pound	9,057	.178	8,570	.172
Turkey,	pound	5,549	.249	1,413	.25
Bacon:					
Side,	pound	5,232	.155	3,602	.155
Sliced,	pound	9,598	.169	4,277	.17
Ham:					
Sliced,	pound	11,838	.193	7,420	.231
Whole,	pound	15,634	.139	9,374	.149
Sausages:					
Bologna,	pound	5,327	.10	2,569	.103
Frankfurters,	pound	8,453	.113	4,062	.112
Pork,	pound	9,903	.113	4,278	.121
Shoulder:					
Corned,	pound	6,448	.099	5,120	.107
Smoked,	pound	6,403	.101	6,604	.108
Liver,	pound	6,417	.082	4,803	.083
Tripe,	pound	8,063	.077	2,931	.075
Lard:					
Best leaf,	pound	6,513	.125	7,092	.119
Leaf,	pound	4,806	.12	2,340	.111
Pure,	pound	10,536	.109	8,520	.103
Ottolene,	pound	1,690	.105	1,289	.112

THE STATE—Concluded.

ARTICLES.	Basis	APRIL, 1904		OCTOBER, 1904	
		Quantities Sold	Average Retail Price	Quantities Sold	Average Retail Price
FISH.					
Cod:					
Fresh,	pound	21,385	\$0.063	26,058	\$0.066
Salt,	pound	5,706	.112	3,192	.112
Halibut:					
Fresh,	pound	15,995	.178	10,475	.193
Smoked,	pound	8,345	.19	1,316	.198
Mackerel:					
Fresh,	apiece	9,092	.199	4,088	.246
Salt,	apiece	5,064	.152	1,824	.153
Salmon, smoked,	pound	1,873	.228	762	.255
VEGETABLES.					
Cabbage,	pound	9,480	.057	19,015	.016
Onions,	quart	7,719	.068	7,062	.051
Potatoes:					
Sweet,	pound	6,291	.05	27,475	.022
White,	peck	14,230	.336	12,095	.201
Turnips:					
White,	pound	7,108	.025	4,216	.02
Yellow,	pound	7,846	.024	9,905	.019
FRUIT.					
Apples:					
Dried,	pound	5,792	.114	1,804	.104
Fresh,	peck	6,183	.406	3,352	.253
Apricots (dried),	pound	3,665	.14	1,527	.138
Bananas,	dozen	6,775	.173	3,318	.169
Cranberries,	quart	4,675	.11	5,640	.066
Lemons,	dozen	4,860	.165	2,276	.182
Oranges,	dozen	21,088	.261	1,386	.265
Prunes,	pound	10,435	.087	5,936	.087
FUEL.					
Coal:					
Egg,	ton	3,564	7.218	5,400½	7.518
Furnace,	ton	3,985	7.152	3,839	7.609
Nut,	ton	1,892	7.322	4,520	7.564
Stove,	ton	3,499	7.24	8,163	7.751
Wood:					
Hard,	cord	287½	9.924	543½	8.474
Soft,	cord	346	8.736	560½	7.174

The number of lines or details included in the table is 142. Of these, 74 show an increase in October as compared with April; 60 a decrease, and eight remain the same.

ABSENCE AFTER PAY DAY. No. 2.

In the Bulletin for July an article was published with the title "Absence after Pay Day." We repeat the opening paragraph at the beginning of the second consideration of this subject:

The statement has frequently been made that the indulgence in intoxicating liquors by workmen after pay day is an evil which affects the industry of the Commonwealth in a large and increasing ratio. This impression seems to be derived from the strenuous efforts of the temperance reformers, and numerous inquiries have been made of this Department as to the truth of the statement.

It was shown that this "impression" was an erroneous one and had no foundation in fact. The number of persons covered by the investiga-

tion was 39,761, and it was learned that only 1.29 per cent of this number were absent from their work after pay day from drunkenness, which proportion certainly cannot be considered cause for alarm. The closing paragraph of this article said :

The season of the year also has its effect. It is asserted by some manufacturers that there is more loss of time among employees from the use of liquor in the Summer, when men can stay out of doors in comfort, than there is in the Winter.

In order to test the truth of the latter statement we selected the establishments which we considered representative, and which seemed from their environment to offer the greatest inducement for their employees to indulge any propensities for liquor which they may have had, and made another canvass, selecting the last week in August for the investigation. It may be recalled that this week was certainly warm enough to permit the men to "stay out of doors in comfort," and in justice to the working-men of the Commonwealth it is only fair to say that the results of this canvass presented them in a better light than did the one in February.

From the 413 establishments visited in February we selected 328 for calls in August, and in the following table we present the results as shown by the books and statements of the proprietors, foremen, bookkeepers, and others supplying the information. This presentation is comparative, and shows identical establishments, that is to say, the 328 establishments reporting in August are the same 328 establishments which reported in February. The first table of the series shows the number of establishments visited in each of the cities and towns specified, and the number of male persons over 16 years of age employed on Saturday and the following Monday in February and August.

CITIES AND TOWNS.	Number of Establishments Visited	FEBRUARY		AUGUST	
		Number of Males over 16 Years of Age at Work on —		Number of Males over 16 Years of Age at Work on —	
		Saturday	Monday	Saturday	Monday
Attleborough,	3	69	57	39	38
BEVERLY,	7	234	232	286	280
BROCKTON,	15	336	307	324	310
CHICOPEE,	3	40	40	82	82
DANVERS,	3	105	105	109	107
FALL RIVER,	37	4,862	4,660	4,705	4,702
GLOUCESTER,	11	71	71	146	142
HAVERHILL,	27	2,804	2,738	2,718	2,692
HOLYOKE,	9	193	188	541	538
LAWRENCE,	9	108	108	126	124
LOWELL,	20	284	283	312	310
LYNN,	30	1,226	1,218	1,404	1,369
Marblehead,	6	82	82	85	81
NEW BEDFORD,	45	10,837	10,313	9,280	9,204
NORTHAMPTON,	3	87	87	78	76
Peabody,	8	610	600	576	567
PITTSFIELD,	3	22	20	25	25
QUINCY,	12	200	174	188	184
Rockland,	2	39	34	89	89
SALEM,	21	577	570	681	659
SPRINGFIELD,	29	732	718	684	682
TAUNTON,	10	206	185	227	220
Other cities and towns,	15	792	764	707	699
TOTALS,	328	24,516	23,549	23,812	23,070

In the 328 establishments, 24,516 males over 16 years of age were at work on Saturday in February, and 23,549 on the following Monday. In August, in the same 328 establishments, there were 23,312 males over 16 years of age at work on Saturday, and 23,070 on the following Monday. It will be noted that the establishments visited are well distributed throughout the several cities and towns, especially in the large manufacturing places.

The next table shows the number of males over 16 years of age absent on the Monday after pay day on account of drunkenness and for other causes, in February and August, with the percentages which the number absent for drunkenness bears to the total number of males employed on Saturday.

CITIES AND TOWNS.	FEBRUARY			AUGUST		
	Number of Males Absent on Monday on Account of—		Percentages of Drunkenness of Total Males Employed on Saturday	Number of Males Absent on Monday on Account of—		Percentages of Drunkenness of Total Males Employed on Saturday
	Drunkenness	Other Causes		Drunkenness	Other Causes	
Attleborough,	2	10	2.90	-	1	-
BEVERLY,	-	2	-	-	6	-
BROCKTON,	10	19	2.98	7	7	2.16
CHICOPEE,	-	-	-	-	-	-
Danvers,	-	-	-	-	2	-
FALL RIVER,	43	159	0.83	2	1	0.04
GLOUCESTER,	-	-	-	-	4	-
Haverhill,	51	20	1.82	16	10	0.59
HOLYOKE,	3	2	1.55	3	-	0.55
LAWRENCE,	-	-	-	2	-	1.59
LOWELL,	1	-	0.35	2	-	0.64
LYNN,	8	-	0.65	8	37	0.57
Marblehead,	-	-	-	2	2	2.35
NEW BEDFORD,	153	371	1.41	74	2	0.80
NORTHAMPTON,	-	-	-	2	-	2.56
Peabody,	2	8	0.33	-	9	-
PITTSFIELD,	-	2	-	-	-	-
QUINCY,	14	12	7.00	1	3	0.53
Rockland,	1	4	2.56	-	-	-
SALEM,	4	3	0.69	-	22	-
SPRINGFIELD,	*10	4	1.37	2	-	0.32
TAUNTON,	6	15	2.91	3	4	1.32
Other cities and towns,	20	8	2.53	7	1	0.99
TOTALS,	*328	639	1.34	131	111	0.56

* One of these persons was under 21 years of age.

First considering the total line, we see that in February there were 328 males over 16 years of age, out of a total number employed of 24,516, who were absent from their work after pay day, because of an over indulgence in alcoholic stimulants, and this number was equivalent to 1.34 per cent of the total number employed on the previous Saturday. In August, in the same 328 establishments, there were absent on account of drunkenness on the day after pay day 131 males, or 0.56 per cent of the total number employed on the Saturday preceding.

If we consider the cities and towns we note many peculiar features. In every instance, except three, where persons were absent on account of drunkenness in February, in August the number absent was smaller or the same. In one instance it was larger by one and in the other two the

number was the same in both months. Quincy, which in February shows seven per cent of the number of persons considered as being absent on account of drunkenness, in August exhibits but 0.53 per cent. In four places which had absences in February none appear in August, and in three places drunkenness appears in August only. In considering these percentages care should be taken not to overlook the figures upon which they are based.

The final table exhibits similar data, by industries, with the number of establishments visited in each.

INDUSTRIES.	Number of Establishments Visited	FEBRUARY			AUGUST		
		Number of Males Absent on Monday on Account of —		Percentages of Drunkenness of Total Males Employed on Saturday	Number of Males Absent on Monday on Account of —		Percentages of Drunkenness of Total Males Employed on Saturday
		Drunkenness	Other Causes		Drunkenness	Other Causes	
Agricultural implements,	2	—	—	—	2	—	1.83
Boots and shoes,	75	82	42	1.72	26	53	0.53
Factory product,	49	80	21	1.41	19	22	0.45
Soles, heels, and cut stock,	17	11	7	3.48	4	30	0.81
Findings,	6	2	7	2.15	—	1	—
Bottoming, heeling, etc.,	3	9	7	8.82	3	—	4.23
Boxes (paper and wooden),	6	1	1	0.63	—	3	—
Building,	30	32	68	3.58	5	9	0.55
Carpentering,	6	4	16	2.40	1	—	0.65
Contracting and building,	4	7	12	2.92	3	6	0.96
Painting, paper hanging, etc.,	7	10	17	5.75	—	—	—
Plumbing and gas and steam fitting,	13	11	23	3.53	1	3	0.34
Carriages and wagons,	10	6	7	3.47	1	—	0.59
Cotton goods,	25	128	338	1.10	63	—	0.62
Woven,	15	100	265	1.16	53	—	0.67
Yarn and thread,	10	26	83	0.93	10*	—	0.45
Electrical apparatus and appliances,	2	2	3	2.22	—	—	—
Food preparations,	25	1	—	0.64	—	3	—
Furniture,	5	3	8	3.70	—	—	—
Glue, isinglass, and starch,	3	2	—	1.85	—	2	—
Jewelry,	2	1	7	2.63	—	1	—
Leather and leather goods,	13	2	11	0.22	—	14	—
Machines and machinery,	28	13	45	0.96	2	7	0.17
Metals and metallic goods,	23	*18	27	1.38	13	—	1.10
Models, lasts, and patterns,	4	—	—	—	2	7	2.17
Paper and paper goods,	3	1	—	2.44	—	—	—
Printing, publishing, and bookbinding,	2	—	—	—	—	—	—
Print works, dye works, and bleacheries,	3	3	14	1.05	—	1	—
Saddlery and harness,	3	1	—	3.57	—	—	—
Shipbuilding,	3	—	—	—	5	1	9.26
Stone,	13	12	12	6.38	1	3	0.55
Tobacco, snuff, and cigars,	5	3	—	6.00	1	—	1.79
Wooden goods,	12	7	10	1.82	5	3	0.77
Woolen goods,	3	—	7	—	—	—	—
Worsted goods,	2	1	2	1.06	—	—	—
Other industries,	26	11	37	0.79	5	4	0.37
TOTALS,	328	*328	639	1.34	131	111	0.56

* One of these persons was under 21 years of age.

In no instance are the percentages shown for August in excess of those shown for February, and we commend them to those of our readers who wish to make a study of the influence of drink on the workingmen of Massachusetts. There is no argument in them for those who believe that the laborer is a victim or a slave to drink, but there is comfort for those who believe that the workingmen of Massachusetts will compare favorably with the workingmen of other places. The same statement was made by the manufacturers in August as was made in February:

"Workmen who cannot control their appetite for alcoholic stimulants sufficiently to enable them to attend regularly and properly to their employment find it difficult to secure situations, or to keep them when obtained." They are not desired, and this fact is one of the most potent factors for temperance.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles, the date of publication, when known, being also given.]

Co-operation.

In San Francisco a novel co-operative shoe business is being conducted by 22 young and practical shoe makers and shoe clerks. Each man has paid in \$2,500, and the amount has been used to purchase the factory and the store of one of the big shoe men of San Francisco. The men are running the business now on a co-operative basis. — *Amalgamated Sheet Metal Workers Journal, Kansas City, Mo., September, 1904.*

A co-operative scheme has been placed in operation by S. J. Eisendrath & Co., leather manufacturers, in Chicago, the purpose being to avoid strikes and other labor difficulties. According to the plan, \$1 a week is withheld from the wages of each employee, until he has \$20 to his credit. If he participates in a strike, he loses the credit for whatever amount has been withheld, but if everything runs smoothly he receives a share of the profits based on \$20 worth of stock. The men in the factory work 10 hours a day and are said to be satisfied with the profit-sharing plan. — *American Industries.*

The Advocate does not take much stock in strikes as a cure-all for labor troubles. If they can by any fair means be avoided, it will be a good thing for the wage earners.

We believe that arrangements can be and should be made, so that when conditions arise tending to provoke a strike (i. e., when a strike is necessary), it should be when all reasonable means of adjustment have been exhausted, and then it should not be with a view to further parleying with selfish and unscrupulous bosses, but with the purpose of starting a co-operative business. To this end there should be a national co-operative association formed, and workmen of every craft should be urged to take stock in it. Then whenever employers fail to treat their help fairly the national directors of the association should investigate, and if found necessary and practicable, start a competitive co-operative business.

Workmen could easily furnish millions of dollars for this purpose. This would not only provide immediate relief for the strikers, but it would be also an entering wedge, pointing to the ultimate ownership (and only true solution of the labor question) of every industrial enterprise by the workers themselves, and would soon solve, in a peaceful way, the great labor

problem. — *Stockton Advocate, Stockton, Cal., Sept. 30, 1904.*

In 1867 Edward Denison, a wealthy English student, began on the first "social settlement" work in the parish of St. Philips, Stepney, London. Early death prevented him from carrying out his plan of establishing homes similar to the social settlement as it is known to-day. Arnold Toynbee came next and began his work in the summer of 1875 in the Whitechapel district in London. Toynbee was a tutor at Oxford. He, too, met an early death, but before he died he had become a leader among the Whitechapel workmen. His influence was so strongly felt that the first real social settlement was named after him when Toynbee Hall was founded in 1884 by the Rev. Samuel A. Barnett, in whose parish Toynbee had labored.

The movement then spread rapidly, and in 1890 there were promising university settlements in London, Glasgow, and Edinburgh. In the United States, Hull House in Chicago and College Settlement in New York were opened in October, 1889. In 1900 there were 44 settlements in Great Britain, 101 in the United States, one regular settlement in Paris and a number of institutions with settlement activities, one in Berlin and several in Holland. The movement spread even to Japan, India, and New South Wales.

Early in life Arnold Toynbee had come under the influence of Ruskin, but his sympathy with the artisan class found a means of expression all its own. His favorite maxim, "The welfare of the producer is as much a matter of interest to the consumer as the price of the product," voiced the religion of the student of social conditions. — *Galesburg Labor News, Galesburg, Ill., Sept. 30, 1904.*

The time is coming when men will look back upon the so-called civilization of to-day as having been the most foolish and cruel thing imaginable. When the true civilization comes—as sooner or later it certainly will—people will wonder how we ever managed to endure a social system so unjust and unmerciful as the present one is.

We are living to-day, and have ever lived, under the rule of Competition, and competition means simply this: "Every man for himself, and the devil take the hindmost."

Competition means: "I must cut the other fellow's throat, and cut it quickly, or he will cut mine."

That is what we have been doing from the beginning of human society right down to the present moment — cutting one another's throats.

Human history, up to date, is the story of the unbroken struggle of selfishness against selfishness, of greed against greed — a struggle in which man has been pitted against man, like wild beast against wild beast.

No wonder history is cruel. No wonder it is one great red blood splash from the start right down to to-day!

There is a remedy for this iniquitous old régime, and that remedy is co-operation.

Co-operation means mutual good-will and helpfulness. Co-operation means not that men are wild beasts, but that they are human beings, brothers, whose business it is to work together in peace and harmony for the good which shall be for all.

For all! That is the magic sign by which we conquer!

The cattle upon a thousand hills, the iron and coal and gold beneath the hills, the harvest fields that lie fat with plenty all over the earth — to whom do they belong if not to all?

Co-operation, then, — co-operation of all effort to the end that there may be co-participation in the fruits of the effort, — that is what we should have, and that is what, in the fulness of reason and right, we are destined to have. — *Rev. Thos. B. Gregory in the Chicago Examiner.*

The Workingmen's Co-operative Commercial Company is the title of the latest co-operative enterprise established in this city, and the company will commence active business operations on October 1, at the corner of Ninth and Howard streets, where a first-class grocery store will be conducted.

The company was formed by a number of union men, members of the Street Carmen's Union, who believe that the success which co-operation has met with in many sections of this country and in Great Britain can be achieved here to the advantage of working men and women.

The capital stock of the company is \$50,000, divided into 5,000 shares at \$10 a share, payable in small installments. Dividends on stock will be paid at the rate of seven per cent per annum. Twenty-five per cent of the net profits are to be placed in a reserve fund, to meet any emergency. Five per cent of the net profits will be paid to the employers of the company, thus assuring the very best of service. Seventy per cent will be returned to the purchasers according to the amount of their purchases.

Being an enterprise formed by union men, it is, of course, the intention of the company to handle union-made products whenever such can be obtained, and to conduct the store under union conditions in all other respects. — *Labor Clarion, San Francisco, Cal., Sept. 23, 1904.*

The Merchants and Mechanics' Bank of Washington, D. C., is the beginning of a new era in the history of Organized Labor. Co-operation on all lines of business will follow within a short time.

Labor officials in Washington, D. C., have gone into the banking business. The Merchants and Mechanics' Bank, with H. W. Sherman, grand Secretary of the International Brotherhood of Electrical Workers, as President, opened its doors on September 1.

Peter A. Drury, vice-President of a local brewing union; E. A. Bachrach, Treasurer of Retail Clerks' Union, No. 22; H. I. Meader, a merchant; E. L. Adame, of Columbia Lodge of Machinists; W. A.

Hill, a real estate broker; Theodore Rooney, President of the Plate Printers Union; Henry Evans, a druggist; N. C. Sprague, of Pressmen's Union No. 1; John M. Hershey, Treasurer of the Washington Central Labor Union; Charles Kraemer, a wholesale liquor dealer, and Charles A. Pfau, Treasurer of the Allied Label League, and C. W. Darr, an attorney, are stockholders. The capital is \$50,000, and interest is paid on savings at the rate of three per cent a year.

The new bank is located at No. 707 G Street northwest and is open between 7.30 and 9 o'clock Saturday evenings, to receive the deposits of working people. Thus far the bank has been doing a business of \$40,000 daily since it opened September 1.

Movements are on foot in New York, Chicago, Philadelphia, Boston, and other great labor centres for the establishment of banks controlled by labor interests. Already there is a movement afoot in Washington whereby union labor will enter the commercial field. The establishment of various kinds of stores will be the result, and a strong effort will be made to attract the patronage of all members of labor unions and sympathizers with their cause. The effect is expected to be that merchants heretofore indifferent will make more emphatic bids for union-labor patronage by selling no goods which do not bear the union label, and employing none but union labor. This is but a single example of this tendency, which is more marked in larger industrial centres. — *Organized Labor, San Francisco, Cal., Sept. 24, 1904.*

Union workers are to have an opportunity to return to the soil — soil in America. E. P. Dwyer, a Chicago labor organizer, has conceived this plan to raise wages in the great industrial centres. An agricultural company has been organized. Thirty thousand acres of land near Wellman, Miss., have been secured, and it is the purpose to put 6,000 Chicago unionists and their families on five-acre tracts, each settler to own his own farm. According to the promoters of the scheme, five acres and a cow, with possibly a pig, will support in comparative comfort, and certainly in peace, any strong-limbed union worker.

Property is to be sold to union members on the easy payment plan, and provision is made for the return of the investment if after trying farming they prefer the turmoil and excitement of city life.

"If 10,000 union workers buy farms in Mississippi," said Mr. Dwyer, "the men now forced to be idle can get work. Competition for jobs will be reduced, and the law of supply and demand will force wages up. The fact that thousands of idle men can be found in Chicago at any time is proved by the newspapers almost every day. It doesn't make any difference how many men strike. There are always enough men idle, but willing to work, who are prepared to take the vacancies, even if some risk is involved.

"In the country many fixed expenses of city life are at once eliminated," he continued. "There is no car fare to pay, no milk to buy, and cabbage does not cost five cents a head. A simpler life is possible. There are no demoralizing diversions to take money from the pockets of workmen. Husking bees in a neighbor's barn and picnics without beer, family visiting and local politics enliven life without being expensive and degrading.

"Many things thought necessary in Chicago are found useless on southern farms. There is no reason why any rational man or woman cannot live in a good neighborhood upon the product of five acres of good land."

The plan is to form land "unions" of 10 men each. One of this number will be elected to go South and ex-

amine the property and the prospects of farming in that section. The land will be sold for \$10 an acre, the \$50 required for a five-acre farm to be paid in weekly instalments. A force of men will be engaged to plant fruit trees and shrubs and build four-room houses and, in short, prepare the property for the exodus of unionists. The migration is expected to take place within 18 months. — *Chicago Post*.

English Opinion on Co-operation.

"There has not been a better thing done in this country, in my opinion, than the establishment of co-operation such as the successful co-operation of which Lancashire deserves the principal credit." — *The Right Hon. W. E. Gladstone, M. P.*

"I have never yet met a man who had seriously forecast the means by which his fellow-countrymen could be bettered who did not detect the readiest means in co-operation. The kindest and most genial men have labored for and advocated it; the shrewdest and most prudent have commended it; and if the mass of workmen fairly grapple with the problem and undertake to work it out, the present progress of the English nation will be as nothing compared to its future." — *Prof. Thorold Rogers, M. P.*

"I am convinced that co-operation is the most useful movement of the age, so far as the future of the working classes is concerned." — *Thomas Burt, M. P.*

"Co-operative societies will raise the economy by organizing the distribution of wealth. It touches no man's fortune; it seeks no plunder; it causes no disturbance in society; it gives no trouble to statesmen; it enters into no secret associations; it contemplates no violence; it subverts no order; it envies no dignity; it asks no favor; it keeps no terms with the idle, and it will break no faith with the industrious; it means self-help, self-dependence, and such share of the common competence as labor shall earn or thought can win, and this it intends to have." — *G. J. Holyoake.*

"Co-operative societies will raise the feeling of independence in the working class; they will begin to feel that they are not mere hired laborers, but partners, and to a certain extent capitalists. It is a significant movement of the working class for their own improvement." — *The Duke of Argyll, K. T.*

"I wish co-operative societies all success, and I am anxious that they should be managed in all cases by prudent, honest men; and I strengthen my arguments in favor of giving the suffrage to workmen by showing what they are doing in co-operative societies and other directions, to justify their demand for a share of political power." — *The Right Hon. John Bright, M. P.*

"The interests of all classes are identical, and it is only ignorance which prevents them from uniting for each other's advantage; to dispel that ignorance, to show how man can help man, ought to be the aim of every philanthropic person." — *The late Prince Consort.*

"I see nothing in co-operative societies which infringes the principles of free trade, or which in any degree interferes with the legitimate transactions of private enterprise. These societies offer facilities for the investment of savings, and thereby encourage the formation of habits of forethought and self-respect. Being managed by the people, for the people, they foster the grand old principle of self-reliance, which is one of the essentials of success in every walk of life." — *Hugh Mason, M. P., in The Toiler, Toronto, Canada, May 6, 1904.*

The California Co-operative Meat Company of Oakland, owned and operated by the union people of Oak-

land and San Francisco, has bought another big market at West Oakland, near Centre Street station. Another will be opened at East Oakland. A lot has been bought in the downtown district to build a large, modern packing plant and wholesale house on the same. Everybody is invited to pay a visit to the wholesale plant and sausage factory of the Co-operative enterprise at 323 Twelfth Street, Oakland, or any of the retail markets scattered throughout the city of Oakland. Every courtesy will be shown to you, and you will be surprised to see what a handful of determined men have done in such a short space of time. The business of the Co-operative Meat Company will be extended to San Francisco in the near future and it will be one of the main objects of the management to give the people of San Francisco first-class service and first-class meats. The employees of the Co-operative markets will be working eight hours a day and two shifts will be working in all markets, enabling the public to procure fresh meat at almost any time of the day or evening. Markets will be opened early in the morning by the first shift, and the second shift will remain in the markets until eight or nine in the evening, or until 11 or 12 o'clock on Saturday evenings. This new venture will be a great benefit to the trading public, especially to the working class, a good many of whom are working late in the afternoon, or in the evening, and are very often unable to buy their meat. The Butchers Union will not try to force the backsliders back into the union. These men can do as they see fit about it, but the union will try to give good conditions to all members in good standing, and the near future will give all a chance to show if they are good or bad. Anybody can become a member of the Co-operative Meat Company by paying a membership fee of \$10. This fee can be paid in weekly or monthly instalments, if desired. There are no assessments. No one can buy more than one membership in this company, nor will anybody be allowed more than one vote. Every member of a union in San Francisco should be a member of the Co-operative Company. It will be a good investment, as has been proven in Oakland, where the company has raised the wages of all its employees above the wages paid formerly by the Oakland employers, and enough money is realized to start new markets all over the city of Oakland. The introducing of the co-operative system in San Francisco will be the first step forward to permanent industrial peace in San Francisco. It will bring the producer and consumer closer together, and will give the working people a chance to buy their meat in their own markets, and no doubt will in time to come encourage people engaged in other trades to do likewise and enable the worker to purchase all necessities of life in his own stores. Co-operation has come to stay, and wherever it takes a foothold strikes and lockouts will be a thing of the past. — *Organized Labor, San Francisco, Cal., Sept. 17, 1904.*

At Kenyon, Minnesota, the farmers know how to co-operatively sell their grain. Their co-operative company was organized about seven years ago, with a cash capital of \$3,500. It now owns an elevator property worth \$14,000 and has paid 125 per cent dividends on its original investment in six years. The report at hand shows that nearly 400,000 bushels of grain and seeds were handled during the year, dividends paid, \$2,420, and cash in bank at end of year, \$8,535.47.

The Texas Farmers' Improvement Society is a co-operative body composed of 3,000 negro farmers owning 50,000 acres of land, 8,000 head of horned cattle and 7,000 horses and mules. The society is waging

an aggressive warfare against the crop mortgage system, is introducing improved methods of farming, takes care of its sick and buries its dead, and is altogether a useful and progressive organization.

Lincoln County, Washington, farmers have organized a co-operative company with half a million dollars capital to operate several warehouses and flouring mills.

The National Co-operator, published at Chicago, has taken over the subscription list of the American Co-operator, until recently published at Lewiston, Maine.

Farmers in Nez Perces County, Idaho, have three co-operative telephone companies in successful operation. The city of Lewiston recently granted a franchise to one of the co-operatives.

The co-operative creamery at Olympia, Washington, is in a most prosperous condition. The milk is taken from 350 cows and brings to the farmers nearly \$2,000 a month. No person can hold more than two \$50 shares.

The fruit men near Hayward, California, are organizing a co-operative fruit dryer that will handle immense quantities of fruit. The company will also engage in canning. The co-operative dryer in Niles has proven a success and several other companies will be organized in the near future.

Nearly 80 per cent of the creameries in New England are co-operative.

A large co-operative creamery company was recently organized at Bridger, Montana.

The State grange of Michigan is about to start a co-operative purchasing department.

The beekeepers of southern California have organized a co-operative association.

The Corn Belt Meat Producers' Association is a thriving co-operative organization in Iowa.

About two-thirds of the cheese manufactured in the United States is made in co-operative factories.

Sweet potato growers in Merced County, California, have a co-operative company to market their product.

Several hundred fruit growers near Portland, Oregon, belong to a co-operative organization and market their crop through it.

The California Raisin Growers' Association is a successful co-operative organization with 1,460 members.

The National Association of Co-operative Mutual Insurance Companies met at Topeka, Kansas, May 24 to 28.

Farmers in New Jersey have a co-operative organization and use it as a medium through which to buy fertilizer. They save \$5 a ton by co-operating. — *United Mine Workers, Indianapolis, Ind., July 14, 1904.*

One of the most hopeful signs of the times is the interest many of the Labor Unions are showing in Co-operative Industrialism. Until recently, they have contented themselves with fighting to obtain higher wages and better conditions under which to labor. Lately, however, they have awakened to the fact that, to reap any permanent benefit from the concessions they have won, they must carry their fight still further into the enemy's country.

Union men should patronize co-operative enterprises whenever possible. Most co-operative stores throughout the country have incorporated in their firm names the words "Co-operative," "Union" or "Rochdale." Any one of these words on a sign or in an advertisement should mean as much and be as welcome to the eyes of Union men as the sight of a friend's face in a foreign land.

The Union and Co-operative Industrialism should go hand in hand.

There are many who, while believing with all their hearts in co-operation, also believe that it is useless to try to improve conditions under the competitive system. They believe that no co-operative effort is worth while until we obtain a political majority and usher in the Co-operative Commonwealth in one grand sweep by Act of Congress. Those men will say the co-operative idea is not worth while. We, as co-operators, believe that anything that improves the present condition of the wage worker is worth while.

Some of the striking street car men of Seattle started a co-operative store last fall. In the short time since its establishment, it has prospered far beyond the expectations of its organizers.

The Western Federation of Miners established co-operative stores, last fall, at Gold Field, Cripple Creek, Victor and Anaconda, Colorado, to meet the action of merchants of those places, who, almost as soon as the strike began, held a meeting and issued a proclamation that the striking miners must pay cash for all their supplies, no doubt believing that this move would speedily break the strike. Notwithstanding the strike, these four union co-operative stores have scored an unqualified success; they have proved what organized labor can do when it uses its brains and energy for its own benefit and they have done more to educate the people in the advantages of co-operation than years of teaching from theory.

The laundry girls of Los Angeles, California, answered a cut in wages by the establishment of a co-operative laundry.

They found friends on every side. The Building Trades Union agreed to take stock and pay for it in work. In this way the stone work was secured, as well as the carpenter work, plumbing, painting, and roofing. Good friends were found who furnished the capital to purchase the site, material, and machinery.

In a few months the girls owned and controlled one of the very best up-to-date laundries in the West. Twelve wagons were required to collect and deliver. Every one patronized an institution that stood for good work and reasonable hours as well as fair pay and conditions for employees. The books show that during the past year the total volume of business was \$153,289, and the average weekly pay roll was \$1,810. The present number of employees is 154. Value of plant, \$66,015. The number of shares issued is 3,945, par value of \$10. The present market value of the stock is \$16 a share, or 160 per cent. Besides paying the stockholders a dividend of 15 per cent, the value of the plant has been increased about \$12,000 through additional machinery and buildings.

At Raton, New Mexico, the different railroad unions established a co-operative store recently and so the good work goes on all over the country.

National action for the establishment of the Co-operative Commonwealth demands a national political majority. That majority we have not yet obtained. We can establish co-operative stores and other business enterprises without a political majority. We can do it now! And these co-operative enterprises, of whatever nature, will help, not hinder, the coming of the New Time. — *Railway Employees' Journal, Chicago, Ill., April, 1904.*

The Salvation Army is about to put in operation in New York the vacant lot plan of cultivation by the poor and unemployed. By this is not meant profes-

sional mendicants, or tramps, but rather those whose idleness is due to causes over which they apparently have no control.

Adjutant Shaw thus puts the idea:

"Our intention," he said, "is to secure wherever possible within the boundaries of Greater New York all the plots of land we can get that are suitable for cultivation. We don't care whether they are large or small, so long as they are tillable. Vacant lots on which houses may be built at some future time, even if they are no larger than 25 by 50 feet, will be acceptable. We shall depend, necessarily, upon the generosity of charitably disposed property owners to allow us the use of these lots for a given period — until, say, they may desire to build upon them or utilize them for some other purpose.

"When we have succeeded in procuring enough land to give us a start we shall select from the names on our books such men as we think best to plow and fertilize this land and otherwise prepare it for planting. Precisely what we shall plant and how we shall set about this part of the undertaking has not yet been determined. One can readily see that we shall need from the outset several kinds of farm implements as well as horses, and these, we hope, will be forthcoming at the proper time. We have appointed an officer who, within a very short time, will canvass this city in an endeavor to find such lots as we shall require, and if his efforts are successful there will be no delay in giving the plan effect.

"Have we men enough ready to answer our call to insure the continuation of this work? You would think so if you could look over our lists. Those lists contain the names and addresses of hundreds of able-bodied men who would jump at a chance like the one we shall offer to become industrious and useful citizens. I most certainly hope that our scheme will develop sufficiently to warrant our taking on scores of unemployed men who are not now identified with the army, but I do not wish to be oversanguine."

Asked if he was familiar with the scheme for helping the unemployed which was successfully carried out many years ago by Count Rumford in Bavaria, Adjutant Shaw said he was not. It was explained that Count Rumford made use of vacant city lots in virtually the same way as the Salvation Army proposes, and that thousands of men were employed there indefinitely — it being demonstrated that one lot of average size would provide a living for a whole family.

"A striking difference," said the Adjutant, "between our plan and Count Rumford's lies in the fact that we shall not aim to provide permanent employment in the city for any one. As soon as the men become thoroughly acquainted with farm work we shall expect them to join our agricultural colonies, which are established in various parts of the United States. In other words, we intend that they shall receive here a training which they will find of immense value later on. As fast as the men leave the city others will be put in their places, and so the process will continue, if we meet with no serious drawbacks, until our ultimate object of relieving the distress among the mass of poor but deserving men in the city who can find little or no work is accomplished.

"In making this experiment in a great metropolis like this doubtless there will be difficulties to overcome, but we shall have, in a measure, the benefit of the experience which the army has acquired in the cultivation of small patches of land in England. There it has been our privilege for some years past to till and plant land bordering immediately on the railroads — that is, between the rails and the fences lining the

roads. We secured permission to do this by agreeing with the railroad companies not to hold them in any way responsible for accidents which might occur to our men while engaged on the land. Some of these patches are only six or eight feet in width, although they are usually much longer than that. The result of this work on the other side has been most gratifying." — *The Weekly Bulletin of The Clothing Trades, New York, June 10, 1904.*

Co-operation is in the air, and it is generally conceded to be the great method of conducting the business of the future, the great principle which will abolish the middleman's system and all its inherent abuses, the great conciliator which will unite in harmony the capital and labor of this country.

The system has been tried and found true, for in 30 years' experience in England and Scotland it has made for a betterment of the condition of workmen, and giant enterprises are now conducted successfully and profitably on that plan.

Probably the most comprehensive and certainly the largest of these huge enterprises is the First National Co-operative Society of America, and a brief sketch of the founder of this society, copied from an extensive article by Wm. T. Kester, which appeared in a recent number of *The Bookkeeper Magazine*, will be of the greatest interest to readers of the *Railroad Telegrapher*.

"Out Chicago way a young, vigorous, enterprising merchant of the new school has organized and is pushing rapidly to completion a mammoth mail-order business on the co-operative plan, which is taking like wild-fire among the people of this country.

"The president and general manager of this unique institution is Julius Kahn, a young man but 36 years of age, and at the head to-day of one of the greatest mercantile establishments of the country, a Chicago concern which, with the plan evolved by him, bids fair to become the leading mercantile institution of the country.

"Born and educated in Cologne, Germany, the son of a successful and well-to-do merchant of that town, Julius was, pursuant to the custom observed in all German families, sent out to see the world and learn its ways of doing business. He first took up telegraphy, but before doing much with this profession, he learned bookkeeping. So at the age of 18 years we find him employed as assistant bookkeeper in a large manufacturing establishment in Cleveland, Ohio.

"I was told that he did his bookkeeping as the German is wont to do all things he undertakes, with 'Gruendlichkeit,' which term can scarcely be translated into English, but which means a potential degree of thoroughness, evidenced in part by the fact that his library contains, perhaps, the most extensive collection known of books treating strictly on accounting, banking, finance, and mercantile subjects.

"After five years in mercantile bookkeeping, he went to the Pacific coast, took a fling at banking, and again absorbed all there was to be known about the subject. He became a writer on financial questions, and his articles were copied far and wide.

"After six years of banking, Mr. Kahn became the general manager and credit man of a manufacturing concern in Cleveland, Ohio. In this new field of credits he again distinguished himself by thorough methods, and the greatest total loss ever suffered by his concern in one season amounted to \$300.

"Having established a reputation as a master of detail and organization par excellence, he received a call from the largest mail-order house in the city of Chicago, whose business was making strides at such

an unprecedented rate as to require the greatest skill and talent in organizing the enormous system and detail peculiar to the business.

"At this point the subject of this sketch took hold of the organization of this large mail-order concern, became an advertiser, organized within one year a force of 27,000 agents throughout the country, and the second year of his administration showed a business of \$2,000,000.

"Shortly after he became a partner and president and general manager of the Cash Buyers' Union of Chicago, one of the oldest and best known mail-order houses of the country, and now promising to become an epoch-making institution in the mercantile world.

"Mr. Kahn has, after years of careful study of the co-operative systems as successfully applied in France and England, reorganized his present institution on the co-operative principle, the chief feature of which is that many of the customers of the institution are shareholders, and all the shareholders, customers, partners, and active salesmen for their own business. — *The Railroad Telegrapher, St. Louis, Mo., April, 1904.*

Co-operation is making great headway at this time in the United States, and at last on a practical basis. Co-operation is the opposite of competition, and competition is beginning to be somewhat disturbed. The object of the congress recently held at St. Louis was to form a co-operative union in this country.

There is a co-operative union in the British Isles; delegates from all the co-operative societies hold an annual congress there. The last annual congress was held at Doncaster, and the delegates present represented nearly 3,000,000 workingmen, and, including their families, one-eighth of the population of the British Isles. The business done by the British co-operative societies included in the co-operative union amounted to over \$400,000,000 for the year 1903. The profits returned to co-operators during that year amounted to over \$50,000,000. The figures are stupendous; they are the result of sixty years of co-operation.

Almost more wonderful was the showing made by the co-operative wholesale society of England and Scotland for the year 1903. The wholesale society is a great enterprise owned by all the retail societies, who are in turn owned by the consumers; therefore the wholesale society is primarily the workingman's business. Last year it had a turnover of \$92,000,000 on a capital of \$5,084,000, returning net profits, after allowing for various contingent funds, subscriptions to hospitals, aid to the striking quarrymen, and various educational and other philanthropic works, of \$1,681,000. This wholesale society has been in existence for just thirty years. It owns its plantations in Ceylon; it has enormous manufacturing establishments all over the British Isles, and establishments in Denmark, Australia, New York, Montreal, and other points. It employs 13,000 people in England; it owns its own steamship lines running as far as Asia Minor; it is a member of the Chicago Board of Trade and the New York Produce Exchange, and it marks the apotheosis of the workingman as a businessman. From start to finish it is run by the army of workers of the British Isles, and when these millions of workers through their delegates meet in their annual congress, after disposing of their own business — co-operators, be it said, always mind their own business very strictly — they invariably put themselves on record on the grave questions of the day which are of vital moment to them.

Thus it is not surprising to find that at the congress held last year the British workmen entered an emphatic protest against any effort to tamper with the free-trade policy of the country, and in particular against any interference with the new harmonious relations which are existing between the two great Anglo-Saxon races; and, being composed of every shade of religious denomination, as might be expected, they went emphatically on record for non-sectarian schools, and in plain language denounced the Educational Act of the British Government, and in particular the new Educational Act for London.

If, in the space of a few short years, the workmen of the British Isles have accomplished so much for themselves by co-operation, what will not the results be in a few years in the United States?

Many co-operative enterprises have been planned in the past; many have flourished for a short space and disappeared. Spasmodic and sporadic have been the efforts; lack of cohesion their characteristics; lack of business head their immediate cause of failure, and lack of understanding of co-operation the cause of their decline.

Most of the American co-operators until a few years ago failed to realize that co-operation is not a theory, not a political system, not a social millennium, but a hard, matter-of-fact business proposition, that, carefully carried out, brings those results which enable people of comparatively limited resources to better their education, their lives, their surroundings, and their social standing. From a mere struggle for existence, co-operation brings men out to a life of comparative comfort. It is eminently for the masses, and means the combination of their effort and their money.

It is in the last four or five years that co-operation has on practical lines begun to make great strides in this country, and it is quite reasonable to suppose that the prevailing high prices have brought the necessity for it and the satisfactory results which have been accomplished.

From year to year the crowd of middlemen have been on the increase in all lines of business until the distance between the actual producer and consumer has widened so much that both suffer for want of mutual support and understanding. Co-operation takes away the distance. Co-operation brings the producer and consumer together. Co-operation is a union of producers or a union of consumers, as the case may be. In its legitimate conclusion it is a union of both. It is a union without intimidation. It makes for peace.

A few years ago the fruit producers of California, or, at any rate, in many of the small towns and villages, realized that they were getting little for their crops; they also realized that they were paying far too much for the supplies which they needed to conduct their business and to live — supplies which, for the most part, were bought from manufacturing centres in the East through the hands of countless middlemen. They formed co-operative societies. They banded together to sell their produce as one man; they bought their supplies by the wholesale for themselves. Last year forty-five societies on the Rochdale co-operative system, and representing societies from Dos Palos, Santa Rosa, Sacramento, Oakland, and so on through all the California centres, did a business amounting to over \$15,000,000. They have formed for themselves a wholesale society in San Francisco, modeled on the plan of the co-operative wholesale societies of England and Scotland.

In the State of Washington there are over twenty-four successful co-operative societies operating on

the same lines, and in such centres as Seattle there are co-operative retail stores with branch establishments in different parts of the city.

In Kansas there are thirty-six successful co-operative stores now in full blast.

It is not long since the writer received word from a small place in Utah that certain of the farmers combining together to sell their produce had obtained a good price, and in combination had been buying their supplies last winter at a saving, for example, of one dollar and twenty-five cents a ton on all coal they consumed. Each man in this society had paid five dollars for his share, and they had bought everything and sold everything in quantity. They worked together for the individual good.

Co-operation enables the individual to be benefited by the help of the mass. It gives to the mass the benefit of each individual's efforts. The profits made in the co-operative enterprises or co-operative societies operated on the Rochdale plan are returned to the individuals according to the amount they sell if it is a productive society, or according to the amount they buy if it is a distributive society, after a uniform dividend rate has been established on the capital.

Thus in Iowa there are hundreds of co-operative creameries, and attention has been already drawn all over the country to the wonderful achievement of the Rockwell co-operative society formed of farmers, with a membership of a few hundred, at ten dollars apiece, which did a business last year of \$300,000, or, as they figure it, both ways, buying and selling, a business of \$600,000, and at a cost of less than one per cent. This society has, in fact, done \$5,000,000 worth of business in the last four or five years, but it is only in the last year that it has operated a great distributive store. Some of the Iowa papers have headed the Rockwell society's achievements, "Co operation threatens to wipe out a town." Co-operation is certainly a survival of the fittest, and if the small village of Rockwell is composed of parasites on the consumers and producers the sooner it is wiped out the better.

There is no generalization about co-operation in the United States, as a glance over the following soon demonstrates:

A Western federation of miners has run four quasi-co-operative stores at Cripple Creek, Colorado; the millmen of Monessen, Pennsylvania, have started a co-operative store; the co-operative creamery association of Utica, Michigan, did a business of 120,000 pounds of butter last year, bringing an average of twenty-three cents a pound; the labor unions of Denver have organized a co-operative store; the people of Elwood, Indiana, have subscribed shares for a co-operative coal company, and have already saved ten per cent on their coal; Depoit, New York, has a co-operative store on the same lines as those of Delphi and Port Jervis; the last named has accumulated and paid in profits \$800,000 in the last twenty-five years; Montana has a co-operative ranch with 600 shareholders scattered all over the United States, and nearly 150 of whom are women; employees of the Chicago and Alton Railway have a co-operative society in Bloomington, Illinois; the labor unions of South Omaha, Nebraska, have established a co-operative store; the Farmers' Supply Company is a new co-operative society at Anita, Iowa; Milwaukee has now a large co-operative department store, and a great co-operative enterprise is spoken of for the establishment of branch co-operative stores in various parts of the country; the employees of the shipyards at Newport News, Virginia, have started a co-operative store; the miners of Ohio have, by unanimous vote, decided to open several co-operative stores; Lansing, Michigan, has

a co-operative association with a capital stock of \$25,000.

Out of the wreck of the many theoretically sound farmers' granges, started some years back, several still survive and are doing well, and new ones are being started on a business basis right along. The Central Pomona Exchange at Syracuse, New York, and others at Herkimer, Little Falls, and other places are doing well. The Herkimer society was organized twelve years ago with a capital of \$4,000. The stock of goods has been increased each year, and a dividend never lower than six per cent has been declared right along, while at the annual meeting last January a dividend of twenty-five per cent was declared. The sales for the year amounted to \$60,000. The Grangers' Mercantile Association, of Little Falls, recently declared a dividend of twenty-five per cent. The railway men at Parsons, Kansas, have started a co-operative store; and the farmers of Albert Lea, Minnesota, now have a co-operative store; the farmers of Manitowoc, Wisconsin, have lately established a co-operative store; the unions of the Black Hills district of Southern Dakota have started a co-operative store at Lead, South Dakota; Lake Linden (Michigan) Society, of Lake Linden, Michigan, has just declared its fourth annual dividend at seven and one-fourth per cent on purchases and seven per cent on shares, to be divided among 418 members; and so on all over the country. This brings us to the matter of dividends. Most of the stores now being established are on the Rochdale system. Membership is obtained by purchase of shares at five dollars or ten dollars apiece, which is used as a fund to buy supplies in quantity, and the profits made out of the saving effected by buying in quantity are divided among the members according to the amount they buy. If an individual buys ten dollars' worth, and a dividend is declared at the rate of ten per cent, he gets back a dollar; if he buys fifty dollars' worth he gets back five dollars in profits. Many of the societies and organizations are, however, organized on what is known as the civil service plan, so named after the great Civil Service Co-operative Association and the Army and Navy Stores of London. Their object is to sell at cost price as near as possible, and a membership is not always the same as a partnership in the business, which is looked upon more or less as an investment, and which investment receives the profits over and above the cost of running the establishment and the low price charged members for their supplies. Membership is usually set at five dollars and entitles the holder to buy at low cost, but does not bring any other share in the profits than the reduction given in price. In the regular co-operative society the members are also shareholders. Co-operative societies sell to outsiders, but, of course, it is in the interest of outsiders to become members so as to get the full extent of the rebate.

The extraordinary development of co-operation of late is illustrated very well by the statement that shares in the Civil Service Association of London, which forty years ago were sold at two dollars and fifty cents each, are to-day valued at over \$1,000 apiece. In the Rochdale co-operative associations shares, however, are kept at the same figure to members, no matter how prosperous the society; but inasmuch as these societies, by their enormous transactions, gradually acquire ownership of buildings, land and manufacturing establishments, it can readily be understood what the true value of the shares may be.

The Harvard University Co-operative Society, which has been running successfully for many years past,

has done good service for the undergraduates, and touches the outside world — the people — in so far as the residents of Cambridge are able to buy from the store at low co-operative prices, though they do not receive any dividend on their purchases.

The figures relating to co-operation in the United States have been so quietly and quickly built up in the last three or four years that they are amazing. In ten years the tremendous achievements of the British Isles will be surpassed. There are something like 50,000 societies in America at this time of various kinds. There are 5,000 "co-operative" building and loan associations alone, but these societies are scarcely of the true co-operative kind; there are 400 fraternal co-operative societies; 2,000 mutual fire co-operative

societies; 5,000 co-operative creameries and cheese factories, and about 3,000 co-operative telephone companies, the most striking of which is in Michigan, where in one county for three dollars a year the farmers are able to have telephone conversation with all points in their county, and through their own central telephone exchange to all parts of the United States.

There are also many hundreds of co-operative elevator associations, particularly in Minnesota. Probably twenty-five to thirty per cent of the adult population of the United States belongs to some kind of a co-operative association, though they are not all run on the same lines and they are not all so named. — J. M. C. Hampson, in *The Saturday Evening Post*, Sept. 10, 1904.

RECENT LEGAL LABOR DECISIONS.

Police Power — Manufacture — Tenement. The Court of Appeals of Maryland held, in the case of *State vs. Hyman*, that prohibiting the use of a room in a tenement or dwelling for the manufacture of men's clothing, except by the immediate members of the family living there, and then only under permit from a public official, was within the police power.

Accident — Attempting Rescue — Liability. The Supreme Court of Iowa held, in the recent case of *Saylor vs. Parsons*, that a corporation was not liable for injuries suffered by its employee in attempting to rescue one of its members who, in superintending and working with the employee, undermined a wall so that it was about to fall upon him, when the employee sprang forward from a place of safety to avert the impending accident.

Eight-hour Legislation Unconstitutional. Justice White, of the New York Supreme Court, has rendered a decision at Special Term, holding unconstitutional a provision of the New York eight-hour law prohibiting contractors engaged in city work from requiring their employees to labor more than eight hours a day. In rendering this decision Justice White granted writs of mandamus compelling the city to pay the contractors certain sums withheld on their contracts on the ground that they had violated the law. The case is to be appealed.

Master and Servant — Contributory Negligence — Assumption of Risk. In the recent case of the *Henrietta Coal Co. vs. Campbell*, 71 N. E. Rep. 863, the Supreme Court of Illinois held: (1) that a mine owner owes to his servants who are required to pass along a roadway in the mine the legal duty to maintain the same in a reasonably safe condition; (2) that a servant does not assume the risk involved in carrying out a direct command of the master as to the method of performing certain work, unless he acts as no reasonably prudent person would act under like circumstances.

Fellow-servant — Expert Machinist. The Supreme Judicial Court of Massachusetts held, in the recent case of *Delory vs. Blodgett*, that an expert machinist employed by a machine company and sent to make repairs upon plants of other persons at their request,

as his services may be needed, and who is while so employed subject to the direction of the one seeking his services, although in his method of work he acts upon his own judgment, is during the time so employed the servant of the latter and the fellow-servant of his employees, and although he receives his wages from his own employer, he collects the pay for his time from those seeking his services.

Electricity — Accident — Risk. The Supreme Court of Michigan held, in the case of *Harrison vs. Detroit, Ypsilanti, Ann Arbor & Jackson Railway Company*, that a motorman killed by an electric shock while trying to fix a trolley pole, owing to the pole, when it was raised from the socket, coming into contact with a high-tension wire, or so near it that the current arced, and who knew the danger of the high potential current, assumed the risk, though he had not been instructed as to the danger and as to the fact that if the pole came within a half inch of the wire the current would arc, since the conditions were obvious.

Eight-hour Day Clause in City Contracts Illegal. In the recent case of *T. J. Neacy and Walter Read of the Filer & Stowell Co. vs. city of Milwaukee* and the *William Todd Co. of Youngstown, Ohio*, action was brought by plaintiffs to restrain defendants from carrying out a contract for a twenty-million gallon pump, the contract containing the eight-hour day clause. Judge L. W. Halsey of the State Circuit Court at Milwaukee rendered a decision declaring the clause illegal inasmuch as it "lessened and restricted the number of bids and thereby increased the price by many thousands of dollars and is in direct violation of a section of the city charter which requires that 'all contracts shall be let to the lowest bidder.'" Case taken to the State Supreme Court.

Master and Servant — Personal Injuries. In the recent case of *Rogers vs. Cleveland, Cincinnati, Chicago, & St. Louis Ry. Co.*, 71 N. E. Rep. 850, an action for the death of a fireman alleged to have been caused by negligence of defendant in failing to warn deceased that a car obstructed the track at a siding, and in failing to display a danger signal at that place, it appeared that due notice of the obstruction was given to the conductor of the train upon which the deceased was a fireman. The Supreme Court of Illinois held that

the duty of a master to warn a servant of danger cannot be delegated to a fellow servant, so as to absolve the master from liability for injury resulting from failure to communicate the warning.

Employment — Regulation — Notice. The Supreme Court of Georgia held, in the recent case of *Willis vs. Muscogee Manufacturing Company*, that a manufacturing company or a number of such companies have a right to make reasonable rules and regulations for the government of their employees; that a rule that employees must give a six days' notice when leaving the employ of the mill is a reasonable rule for a manufacturing establishment; that when employees with a knowledge of this rule enter into the service of the company, such rule becomes a part of the contract and is binding upon such employees; that where several companies agree to enforce such a reasonable rule, to report to each other all employees leaving without compliance therewith, and, except in special cases, not to employ men so reported, such agreement, while voluntary and not enforceable, is not, in the absence of malice, an unlawful combination or conspiracy which would make such companies liable to men properly reported for a violation of the rule, but that where a company wrongfully reported an employee and thus damaged him by preventing him from getting work, the company would be liable.

Conspiracy — Injuring Business. The Kentucky Court of Appeals held, in the recent case of *The Standard Oil Company vs. Doyle*, that in an action for damages by one who alleged that the defendants (appellants) maliciously conspired and confederated together to destroy the business of the plaintiff (appellee) who was a rival of the defendants, by the use of unlawful means for that purpose, the conspiracy was actionable, and that the plaintiff might recover for any loss or damage suffered in consequence thereof, and that it was most assuredly unlawful to harass and annoy the plaintiff's employees when engaged in the discharge of their duties in selling and distributing oils to the plaintiff's customers, to threaten plaintiff's customers to shut up their business if they continued to deal in the plaintiff's oils, to cause false and injurious reports concerning the plaintiff and his business to be circulated in Lexington and vicinity, where the plaintiff's business was located, and to procure the plaintiff's arrest and prosecution on false charges in connection with his business in the sale of oils for the purpose of estranging plaintiff's customers and patrons.

Employer's Liability — Defective Framework. The United States Circuit Court of Appeals for the Fourth Circuit held, in the case of *The Phenix Bridge Company vs. Castleberry*, that the rule as to the duty of the employer in respect of providing the employee a safe place to work was not applicable to a case where an employee was injured by reason of defects in or insufficiency of a temporary structure, such as a scaffolding or framework for supporting heavy materials, which were appliances or instrumentalities by means of which the work was to be done. In this case the bridge company sent some men under a foreman to make repairs on a railroad bridge. In replacing certain old parts with heavy steel girders, it was necessary to construct on the spot wooden frames to support the weight of the girders while they were being put in place. These frames were made by the workmen as an incident to the work. Owing to some defect in one of the frames, a girder fell and killed one of the workmen. The court held that in the absence of evi-

dence that the materials furnished by the company were not in all respects suitable and sufficient to make a safe structure, it was not liable for the negligence of the foreman either in the construction of the frame or in failing to inspect it on the day of the accident.

Act Regulating Horseshoeing Void. The Appellate Division of the New York Supreme Court for the First Department held, in the case of *The People vs. Beattie*, that the statute of New York creating a board of examiners to examine applicants desiring to practise as master or journeyman horseshoers, and requiring applicants to procure certificates of qualification from such board and to register the same as a condition of practising such trade, was unconstitutional. The court, speaking through Justice Hatch, said: "It is difficult, indeed, to see how the regulation of shoeing horses has any tendency to promote the health, comfort, safety, and welfare of society. . . . It certainly cannot be said that it affects the health of the individual to regulate the subject, either of the general public or of the persons who follow it as an occupation, and if the latter were in anywise injuriously affected by the process of shoeing horses, the attempted regulation, it is clear, would not affect or have any influence upon such subject. The law cannot, therefore, be sustained as being in any just sense a regulation for the promotion of the public health or of the health or morals of the class of persons who follow it as a trade. Nor is it apparent how in anywise a regulation of this subject will tend to promote the comfort of the people."

Employee's Bond — Condition — Validity. In a suit brought by an employer against the surety on the bond of an employee, it appeared that the bond contained a provision that it "will be invalid unless signed by the employee," and that "it is essential to the validity of this bond that the employee's signature be hereunto subscribed and witnessed." The employee failed to sign the bond, and upon suit being brought thereon a demurrer was filed to the declaration on the ground that the bond was inoperative and ineffective because of the absence of the employee's signature. The Court of Appeals of Maryland, in the case of *The Union Central Life Insurance Company vs. The United States Fidelity & Guarantee Company*, sustained a judgment for the defendant. The court said: "The indemnity company had the right to make its undertaking depend, as respects its validity, upon the condition that the indemnified's employee should sign the bond. The condition was not unreasonable or illegal. The performance of it was within the power of the indemnified. The neglect or omission of the latter to comply with that condition precedent cannot be ignored when relied on by the indemnitor, and cannot give efficacy to an instrument which by its unequivocal terms was not to become operative until that specific condition was complied with."

Employer's Liability — Negligence. In the case of *The Babcock Lumber Company vs. Johnson*, recently decided by the Supreme Court of Georgia, it appeared that the plaintiff, a minor, was employed to labor among rafters and open timber work, and to steady or sustain himself he suddenly grasped an insecurely fastened brace designed as a support for the roof but not intended for a hand-hold. The brace fell and he fell with it. There was no allegation that the brace was not reasonably safe for the purposes for which it was intended, or that the defendant knew it was insecure, or that it knew of any fact which would have suggested that it was dangerous, nor was it alleged

that it knew that the plaintiff would necessarily or naturally rely upon the brace as a support. The court held that the complainant did not charge actionable negligence or set forth a cause of action against the defendant. The court said that while ordinary diligence requires a master to furnish appliances reasonably suited to the uses intended, the law does not exact that extraordinary diligence which would be demanded in requiring that instrumentalities intended for one use should be safe and suitable for every use to which they might be casually or unexpectedly applied, and that if one is not chargeable with negligence because an appliance fails to serve a purpose not intended, neither is he chargeable with negligence because he omitted to inspect it so as to discover that it was not suited for such unexpected or unintended use.

Right to Discharge — Arbitration Agreement. The Tile Layers Union, one of the unions affiliated with the Building Trades Alliance and recently locked out by the Employers' Association in the recent labor troubles in New York, applied for an injunction restraining the Association from keeping them out of work. Justice Dickey of the Supreme Court in Brooklyn decided that he could not enjoin the employers, inasmuch as it appeared to him that the union had been the first to break the arbitration agreement, and that, therefore, the employers had a right to assume that the arbitration agreement was no longer in force and they had the right to lock out the union. Justice Dickey said, in part:

"In justification of their action the employers claim that the workmen, by quitting work without resort to arbitration and without good cause, relieved them from all obligation, legal or moral. The tile layers say the differences which caused them to strike could not be arbitrated, and their only effective remedy was by leaving work, which they did. In my opinion, the arbitration plan or agreement is not enforceable by this action or any other. I can no more grant the plaintiff the relief asked for than I could compel them to go back and continue on the jobs they quit in Manhattan if the employers were asking for such a decree in a suit brought by them. It is well settled that an employer has the right to employ and discharge anyone he pleases, and a workman may work or refuse to work at all. There is no provision

in law for the enforcement of the agreement. The relief asked for must, therefore, be denied as beyond the power of the court to grant in the case as made."

Employers' Liability — Dangerous Machinery. In the recent case of La Porte Carriage Co. vs. Sullender, 71 N. E. Rep. 922, it appeared that appellee, Sullender, a child of 14 years, was employed in the factory near an emery wheel; he was not informed of the dangers incident to his employment, nor instructed as to the safest manner to do the work, nor was any inquiry made by appellant as to his age, knowledge of the work, experience in factories where machinery was employed, or physical ability to perform the work, but without any knowledge on his part of any danger of injury, he was placed at work in a place where he was exposed to flying particles of emery and metal thrown from an emery belt, and while engaged in the work assigned him, he was struck in the eye by a flying particle of emery or metal thrown off the belt, and the sight of one eye destroyed. Judge Robinson of the Appellate Court of Indiana held that an emery belt used in a factory to polish metal is a machine within Burns' Ann. St. 1901, § 7087i, requiring machinery of every description in factories to be properly guarded; that it is the duty of an employer to provide a reasonably safe place in which the employee is required to work, and to apprise the employee of the danger of any place in which he is required to work which is known by employer to be dangerous. Burns' Ann. St. 1901, § 7087b, making it unlawful for a person or corporation knowingly to employ a child of such immature judgment as to be unable to comprehend possible injuries incident to employment about dangerous machinery, imposes upon the employer the duty to procure an affidavit made by the parent or guardian before employing a person under a certain age; that whether a particular piece of machinery could be safeguarded and protected so as to prevent injury is a matter of fact for the jury; that evidence of experiments made with the belt, and tending to show that it was impossible for it to throw objects towards the place where plaintiff was when struck, was not admissible in the absence of evidence that the conditions at the time of the experiment were substantially the same as those at the time of injury.

INDUSTRIAL AGREEMENTS.

Boston.

CLOTH HAT AND CAP MAKERS.

Cloth Hat and Cap Manufacturers and Local No. 7 of the United Cloth Hat and Cap Makers of North America.

1. The manufacturer agrees to employ only members of the United Cloth Hat and Cap Makers of North America.

2. Local No. 7 hereby agrees to furnish all necessary help that is needed by the manufacturer.

3. All the week workers shall work under the same conditions and prices during the period of this agreement.

4. Nine and one-half hours shall constitute a day's work, except Saturday, when the day's work shall be eight and one-half hours.

5. During the months of June, July, and August, all the workers to quit work at one o'clock P.M. on Saturdays, receiving full pay.

6. All legal holidays to be paid.

7. Overtime to be paid time and one-half.

8. Piece workers should work under the same conditions and prices as agreed upon by the last settlement, to continue till the expiration of this present agreement.

9. New articles or any supplementary work as agreed upon previously shall come before a committee of the shop to agree to the prices before taking the same articles in work.

10. The manufacturer agrees that in the dull seasons the work shall be equally divided among the members of union.

11. The union agrees that under no circumstances shall the work shop be deserted, always leaving enough employees, according to the work to be done.

12. Should the manufacturer desire to use the union label of Local No. 7, said label shall only be granted if the manufacturer is in conformity to the rules and regulations of Local No. 7.

13. Said label to be given to the manufacturer at cost price.

14. Said label shall be under the control and supervision of Local No. 7.

15. The manufacturer has the right to discharge any member of Local No. 7 for spoiled work, or for insulting any person of the firm from the manufacturer.

16. This, however, must be agreed upon after a hearing of a committee from Local No. 7.

17. The manufacturer agrees to allow, with the notification of the office, the representatives of Local No. 7 to visit the factory at any time for the transaction of business.

18. No discrimination shall be made by the manufacturer against the employee for his or her participation in the union.

19. Should any difference arise between the manufacturer and Local No. 7, and they are unable to adjust the difference between themselves, then the manufacturer shall select two representatives, and Local No. 7 shall also select two representatives; these four to select a fifth party as a board of arbitration.

20. This board of arbitration must come to a decision within three days on the matter in dispute.

21. The decision of this board of arbitration shall be binding on both sides.

22. Expenses of this board of arbitration shall be equally divided between both parties.

23. This agreement to remain in force until August 1, 1905.

COAST SEAMEN.

Coastwise Transportation Company and Atlantic Coast Seamen's Union for the Port of Boston.

1. *Monthly Wages for Sailors.*

Vessels under 300 gross tons, . . .	\$25
Vessels over 300 and under 1,500 gross tons, . . .	36
Vessels over 1,500 gross tons, . . .	35

Monthly Wages for Second Mates and Engineers.

Vessels under 700 gross tons, . . .	\$35
700 and under 1,500 gross tons, . . .	40
Vessels over 1,500 gross tons, . . .	45

No engineer shall be allowed to act as second mate or stand the master's watch.

2. There shall be no objection on the part of the members of the Atlantic Coast Seamen's Union to signing articles containing the clause, "No money advanced during the voyage except at the master's option."

3. No demand shall be made for a lump sum of wages for any single voyage, and crews to be signed for the round trip.

4. It is further understood and agreed that no union man shipping on any vessel covered by this contract shall desert his ship before his contract has expired, and in case he does so desert before his voyage is completed, the master shall report such desertion to the officer of the Atlantic Coast Seamen's Union in the nearest port with man's name and if possible book number, and it is further agreed that such deserter shall not be allowed to ship on any vessel covered by this contract within the next 30 days unless there shall be good and sufficient reasons for such desertion.

5. A standing committee of three from each party to this agreement shall be appointed to adjust such grievances as may arise from time to time.

6. In all ports where vessels covered by this contract may be, crews shall be furnished by union officers, and if a full crew of union men cannot be furnished within 24 hours after notice has been given to union officer by the master, owner, or agent, the master, owner, or agent shall have the right to get balance of crew elsewhere. Fares to be paid by vessel and wages to commence when men come on board.

7. This union is not in favor of sympathetic strikes.

8. It is mutually agreed and understood by both parties to this agreement that nothing in this agreement shall be construed to forfeit the rights of either party prescribed by law in the U. S. shipping articles; it is also understood and agreed that the book number shall be placed opposite names of said seamen on articles.

This agreement to go into effect February 10, 1904, to remain in effect for six months and to be continued thereafter as long as satisfactory, and not to be abrogated until after receipt of 30 days' notice by either party.

COPPERSMITHS.

Master Coppersmiths and Coppersmiths Union No. 58 of Boston and Vicinity.

1. That nine hours shall constitute a day's work on all shop work except where the eight hours are granted.

2. That eight hours shall constitute a day's work on all outside work and all traveling time shall be included in the eight hours, in such cases when the job is more than one-half hour from the shop.

3. The wages shall be not less than \$3.50 a day.

4. Overtime must be paid at least double in every instance.

5. Piece work of any kind is prohibited.

6. That all copper work and repair work be handled by coppersmiths only, inasmuch as it is detrimental to the business when mechanics other than coppersmiths handle it.

7. That one apprentice shall be allowed for six coppersmiths or fraction thereof.

8. That apprentices shall not be older than 17 years when they start and cannot be kept as such when more than 22 years old.

9. That an agreement between the firm and the apprentice, respectively, the parent or guardian of the latter, shall always be made and on request be shown to the representative of the union.

10. That all brazed work be hammered or spanked, as copper is not only hammered or spanked for ornamental purposes but also for its best preservation in all its uses.

11. That helpers or others will not be allowed to infringe on coppersmiths' work.

ELECTRICAL WORKERS.

Electric Contractors of Boston and Vicinity and Local Union No. 103, International Brotherhood of Electrical Workers of America.

1. Eight hours shall constitute a day's work, or 43 hours a week's labor. Hours of labor shall be performed between the hours of 8 A.M. and 5 P.M., to go into effect January 1, 1904.

(a) Should it be deemed advisable by the Contractor to operate an installation at such other times as may be necessary he shall be at liberty to employ a so-called night gang, paying them at the rate of single time as prescribed by Article 8, the hours of working, for this shift, to be between 6 P.M. and 3 A.M., allow-

ing one hour for luncheon, except Saturday night when the hours shall be from 6 P.M. to 12 M., making 46 hours constitute a week's work to be paid for as 48 hours. In employing a regular gang for night work it is understood that the same men shall not be called upon to work other hours of the 24 without overtime, as provided for in Article 2. Under the above ruling the Contractor will not be permitted to employ a night gang unless the work required to be done will continue for more than six consecutive nights and shall not be permitted to work a day gang on such job.

2. Any labor performed before 8 A.M. or after 5 P.M. shall be paid for at one and one-half the regular rate of wages. All labor performed on Sundays or Legal Holidays shall be paid for at double the regular rate of wages. Legal holidays shall be Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. In no case shall a member of the union be required to work on Labor Day except in cases of extreme emergency.

3. The Contractor shall furnish all necessary tools for conduit work and all bits over regular lengths and one inch in diameter; also drills when such are required on a job.

No journeyman or helper shall be employed by any contractor signing this agreement who does not have in his possession the classified list of tools as shall be agreed upon later.

4. Journeymen shall be responsible for all tools and material taken from the shop, provided the Contractor shall furnish a place of safe keeping for the same. Contractors shall furnish a suitable locker on new buildings for the protection of tools and clothing.

5. Any journeyman or other person becoming a contractor shall do no work without keeping in his employ at least one journeyman and shall comply with all other requirements of this agreement.

6. All journeymen shall report for duty on a job at 8 A.M., provided the job is within three miles on any car line in Boston. In case the workman shall call at the shop for orders or material, he shall report at 7.45 A.M. and the contractor shall pay during hours of work all necessary car-fares. On all work over 15 miles outside of Boston, this being the jurisdiction of Local 103, I. B. E. W., the contractors shall pay all expenses for married men and foremen, and \$2.50 a week for room rent for single men.

7. All contractors shall comply with the weekly payment law. Workmen shall be paid on or before five o'clock P.M.

8. a. The minimum rate of wages for journeymen shall be 40 cents an hour, beginning January 1, 1904. This minimum rate for journeymen shall be raised to 45 cents an hour January 1, 1905.

b. The minimum rate of wages for helpers shall be 25 cents an hour and will remain at this rate until he has successfully passed his examination as a journeyman.

9. The number of helpers on a job shall be as follows: Not more than one helper to one Journeyman.

10. The Contractor hereby agrees not to require a workman to use a helper under 18 years of age; office boys and others not doing regular work excepted.

11. No helper shall be allowed to carry on the installation of any work except as an assistant to a Journeyman except in case of emergency.

12. A helper shall not be allowed to finish work in any branch of the trade. If a helper feels confident he is able to do Journeyman work after he has served three years, he shall make application to the Classifying Board, and if he successfully passes the examination he shall be entitled to a Journeyman's wages; if

not successful, he shall continue to work as a helper, receiving helper's wages, and cannot make application for another examination for six months.

13. A committee shall be appointed, consisting of two members from the Contractors Association, two from Local Union No. 103, and one to be chosen by the other four members, to act as an Examining Board, for the purpose of classifying journeymen and helpers whenever necessary.

14. All electrical Journeymen (excluding linemen), or helpers employed by signers of this agreement shall be members of Local 103, I. B. E. W.

15. The Electric Contractors shall not sublet any of the work to any workman in their employ; neither shall any Journeyman or helper be allowed to take any contract or piece of work in any shape or manner from any person whatsoever, whether he be a party to this agreement or not.

16. An Arbitration Committee of three men of each party to this agreement shall be chosen, before whom matters not provided for in this agreement, or any violation thereof, shall be brought. If at any time this committee should fail to agree on any matter coming before it for settlement, said committee shall have power to call on the State Board of Arbitration whose decision shall be final and binding.

17. In the event of a dispute, a conference shall be held by a committee consisting of three members of the Union and three members of the Contractors, who shall endeavor to adjust the same, and should this committee disagree, said dispute shall be referred to the Arbitration Committee provided for in Article 16; but the employer involved and the business agent of the Union shall not be eligible to serve on the Arbitration Committee. Both, however, may be present.

18. All differences under this agreement are to be settled by arbitration as provided for in Articles 16 and 17. No strike or lockout directly or indirectly shall be ordered by either party hereto as against the other for any grievance whatsoever, if the aggrieved party acts within the order of committee referred to in Articles 16 and 17.

19. This agreement dispenses with all former agreements between said Contractors and said Union, but may be amended or corrected at any time by a majority of both parties giving notice four months previous.

20. This contract shall go into effect on signing, with the exception of Article 8 which shall go into effect January 1, 1904.

21. Local 103, I. B. E. W., hereby agrees to not permit its members to work for any Contractor not a signer of this, or an identical agreement; and further agrees to not permit its members to carry on the installation of any new work, or changing over system of wiring which should be contracted for by signers of this agreement, unless permission is given so to do by Arbitration Committee.

22. Contractors shall not be responsible for the payment of dues, fines or fees assessed by the Local. If any Journeyman or helper is to be dismissed or suspended from the Local by reason of non-payment of any dues, fines or fees, a notice of at least 10 days shall be given the employer should it be required that the man so in arrears cannot be permitted by the Local to continue work as a member of Local 103, I. B. E. W.

23. Local 103, I. B. E. W., shall accept upon application, without prejudice based on any claims or former grievance, any Journeyman or helper, whatever the classification of the Contractor may be, at the time of his making application into the Union. Such new members as may enter the Union by reason of this agreement shall receive equal benefits with their

fellow-workmen and shall be assessed no more in dues, fines or fees of any kind than are regularly exacted from other members of the Local, providing he passes the regular examination provided for by this agreement.

24. a. The signers of this agreement hereby agree not to discriminate in any manner whatsoever against any member of Local 103, I. B. E. W., who may be assigned to act in any capacity for his Local.

b. No agent or other representative of the Local shall interview workmen during working hours, except foremen on jobs. For any interview or other interference with workmen during the time they are regularly employed in performing work, whether on a job or in transit to or from a job, time shall be deducted from the payroll at the end of the week, of the workmen thus becoming a party to the interview.

The amount of time thus deducted shall in no case be less than one hour.

25. Local 103, I. B. E. W., shall furnish a bond payable to the Electrical Contractors Association of New England to the amount of \$1,000, provided Local 103 calls a strike in violation of this agreement. Said bond to be furnished by some surety company in good standing.

If the men on any job for any of the signers of this agreement stop work, on account of order to stop work by Local 103, this shall be judged a "strike."

26. The Arbitration Committee as provided for in Articles 16 and 17 shall be empowered to impose a fine (not exceeding \$50 for any one offence) upon any workman or any signer of this agreement who violates any of the Articles thereof.

27. This agreement to expire October 1, 1905.

LONGSHOREMEN.

New Scale of Wages and Working Rules of the Boston Longshoremen for the Port of Boston governing all Longshoremen on Ocean Lines.

1. For day work, 7 A.M. to 6 P.M., an hour, 30 cents.

2. For night work, 8 P.M. to 5 A.M., an hour, 40 cents.

3. From 8 P.M. Saturday night to 5 A.M. Monday morning, and from 8 P.M. on the eve of all national, State, and appointed holidays (including the anniversary of the Battle of Bunker Hill) until 5 A.M. on the morning succeeding such holiday, an hour, 60 cents.

4. When men are ordered out to work between the hours of 8 P.M. and 5 A.M., all time shall count until ordered home, an hour, 40 cents.

5. When men are ordered out to work between the hours of 7 A.M. and 6 P.M., on Sundays, national, State, and appointed holidays (including the anniversary of the Battle of Bunker Hill), and the nights preceding and succeeding such Sunday or holiday, all time shall count until ordered home, an hour, 60 cents.

6. When men are ordered out in the night, or on Sundays and holidays, and are sent home for lack of work, they shall receive one hour's pay as the case may be, an hour, 40 or 60 cents.

7. For work on sugar or molasses, 7 A.M. to 6 P.M., an hour, 40 cents; and from 8 P.M. to 5 A.M., an hour, 50 cents.

8. Men working on sugar or molasses shall be allowed 15 minutes for lunch at 10 A.M. and 10 P.M. without loss of time.

9. For work on grain, 7 A.M. to 6 P.M., an hour, 50 cents; for work on grain, 8 P.M. to 5 A.M., an hour,

60 cents. When men are compelled to work meal hours on grain, the rate of wages shall be (as case may be) \$1 or \$1.20 an hour, and each succeeding hour until relieved.

10. For work on stranded or wrecked vessels an hour, 50 cents, all time to count from the time men leave the wharf until they return to same.

11. Union men employed on steamers, sailing vessels and lighters in the harbor, loading or discharging cargo, shall be paid from the time they leave the wharf until they return.

12. When men are compelled to work meal hours, the rate of pay shall be from 6 to 8 P.M., an hour, 50 cents; from 12 to 12.30 A.M., an hour, 80 cents; from 5 to 7 A.M., an hour, 80 cents; from 12 to 1 P.M., 60 cents an hour, and each hour succeeding the aforesaid meal hours until relieved, 60 or 80 cents as the case may be. When men are compelled to work meal hours, on all Sundays, national, State, and appointed holidays, including the anniversary of the Battle of Bunker Hill, June 17, the rate of wages shall be \$1.20 an hour, and each succeeding hour until relieved.

13. Men shall in all cases be paid the prevailing rate of wages for "rigging up," rigging grain pipes, hauling stages, and handling hatches, and in no case shall men handle hatches until the appointed hour of commencing work or after the appointed hour of knocking off.

14. For work on fruit, 7 A.M. to 6 P.M., an hour, 40 cents, and from 8 P.M. to 5 A.M., an hour, 50 cents.

15. No member shall perform any hourly labor for less wages than the union specifies.

16. No member of this union shall take a union man's place without said union man's consent, or unless said union man has been discharged for good and sufficient reasons.

17. No member of locals shall work with sailors running winches.

18. It shall be the duty of the hatchmen on sailing vessels and steamers and guymen on lighters to see that each person employed in his gang has a working card in good standing, and the hatchmen and guymen failing to do so shall be fined \$5 for the first offence; and also hatchmen shall challenge guymen on lighters for his card and if he has no longshore card, to put a union man in his place.

19. Men working on bulk cargo shall get 30 minutes for lunch from 9.30 to 10 A.M., and 30 minutes from 3.30 to 4 P.M., and 30 minutes from 9.30 to 10 P.M., to be paid for 15 minutes in the forenoon.

20. When men are requested to work on Sunday or holiday, or the night succeeding such Sunday or holiday, they shall be ordered out the night preceding such Sunday or holiday in regular gangs.

21. Working on sugar ships, nine men to constitute a hold gang; on china clay, five men; on Sial grass, five men.

Working rules went into effect July, 1903, were amended in March and April, 1904, and are to remain in force indefinitely.

MASTER BUILDERS ASSOCIATION OF THE CITY OF BOSTON.

Programme in Labor Issues.

In all matters relating to Labor, this Association will support the following

General Principles.

1. That no persons or combination of persons, other than those who are responsible for the conduct of business, should be permitted to control or dictate upon what terms or under what conditions or following what methods business shall be conducted.

2. That absolute freedom of choice in the employment of workmen is essential to the welfare of the employer, the employee and the community; therefore artificial restraints upon such freedom should not be permitted to exist.

3. That combinations of persons organized or operated so as to create interference with the rights of others, either directly or indirectly, should *not* be "recognized" as fit and proper bodies to have business relations with.

In all labor issues, the Association and its members will be guided by the following order:

1. Whenever any interruption of work occurs, caused by concert of action of employees, the member or members affected will be expected to notify the Board of Directors without delay, giving full particulars in writing.

2. The Directors will then call into conference all members of the Association in the same line of business as those whose work has been disturbed or threatened, and others whose interests may be affected, for the purpose of making careful study of the facts. Following the conclusions of the said conference, the Directors shall determine what line of action is to be followed; every member of the Association shall then be notified of the same, and be fully instructed as to the policy of the Association in the premises.

3. During the continuance of the disturbance, no action affecting the issues involved shall be taken either by individual members or by any of the members collectively, except under instruction from the Board of Directors, acting always in conference with the members of the trade and others affected by the disturbance.

4. If there be an organization of employers in the line of business affected, the Board will be expected to secure its co-operation if possible. The Board of Directors, at its discretion, may consult with non-members of the Master Builders Association in the line or lines of business affected, and shall in any event seek to secure their concerted action in whatever policy is adopted.

5. Whenever a demand is made upon any member of the Association by an organization of workmen, or by a business agent or representative of such an organization, the member will be expected to receive the same without comment, transfer it immediately to the Board of Directors and take no action in relation thereto until the Board shall have instructed him as to what will be expected in the premises.

Workmen employed by members of this Association may be registered under the conditions and subject to and participating in the Rules and Privileges here following:

I. Members of this Association will be expected, from time to time, to file with the Secretary the names of such workmen as they may consider worthy of recognition by the Association, by virtue of skill, interest manifested in work, good habits, and reliability.

II. Workmen whose names have been thus filed with the Association are to be notified of this fact, and upon application to the Board of Directors they may be registered under such regulations as the Board of Directors may establish.

III. Members presenting the names of workmen will be expected to conform to the method governing such filing as from time to time may be adopted by the Board of Directors, and will be expected to notify the Board should they become convinced that any workman recommended by them has become unworthy of continuance on the registration roll.

IV. Registered workmen are to participate in and

be governed by such codes of practice as now exist or may hereafter be adopted by the Association.

V. Registered workmen are to be entitled to hearings on matters relating to the common interests of workmen and employers, and conferences will be held at stated intervals between the workmen so registered and the members of the Association, for the purpose of arriving at decisions in regard to matters of mutual concern which properly can be determined through such meetings.

STEAM SHOVEL, DREDGE MEN, ETC.

Dredge Contractors for Great Lakes and International Brotherhood of Steam Shovel and Dredge Engineers and Cranemen of America, and International Longshoremen Marine and Transport Workers Association.

1. Thirty days shall constitute a full month's work and 12 hours a day's work. When the dredges work over 12 hours a day, extra time shall be paid for at the regular rate of wages; double time shall be paid for digging with the dredge on Sundays or legal holidays, and no work to be done on dredges on Labor Day; no work to be done on Sundays unless deemed necessary by the person in charge of the dredge.

2. Dredges working 16 hours a day or over shall carry a chief engineer, two assistant engineers, and two cranemen; the cranemen to be paid at the rate of \$90 a month and board for eight hours' work; in case of breakdown of dredges, cranemen shall be expected to work 12 hours.

3. Minimum scale of wages: For first or chief engineers, \$125 a month and board; for second engineers, \$100 a month and board; for cranemen working 12 hours, \$90 a month and board; for hydraulic dredge and elevator dredge, chief operators, \$125 a month and board; assistant operators and assistant engineers, \$100 a month and board.

4. The men shall be paid twice each month. Any contractor or employer who does not employ all members of the International Brotherhood and Longshoremen Marine and Transport Workers Association on their dredges shall not receive any benefits from this agreement.

5. Contractors and employers agree that this scale of wages shall be in effect from the time of fitting out of the dredges until they are laid up. Engineers and cranemen shall have preference for work in fitting out.

6. Contractors and employers agree that this agreement will apply to all dredges owned and controlled by them operating on the great lakes or contributory waters.

7. Contractors and employers agree to designate one person who shall be engineer or craneman to hire all men for dredge (such man to be acceptable to owner) and have full charge of dredge under superintendent.

8. Contractors and employers agree to furnish men in their employ good food, and good comfortable sleeping quarters.

9. Contractors and employers agree to notify the person in charge of dredge the number of hours the dredge will work when it goes on a job.

10. In consideration of the foregoing, representatives of the International Brotherhood of Steam Shovel and Dredge Engineers and Cranemen of America and the International Longshoremen Marine and Transport Workers Association agree to perform their duties as engineers and cranemen at all times, and that in case of any misunderstanding between the parties to this agreement work shall proceed until relieved by Brotherhood men or the difference is properly adjusted by arbitration in the following manner:

In the event of any controversy arising between the men and employers or in the event of the men having a grievance they shall continue to work, and any and all such controversies shall be settled if possible by the representatives of the men and the representatives of the employer; if such controversy cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man upon whom both parties may agree; if both parties cannot agree upon a third man, then the matter shall be submitted to the general secretary-treasurer of the International Brotherhood and the general manager of the Great Lakes Tug and Dredge Owners Protective Association; if they cannot agree they may choose a disinterested man; said three shall constitute a Board of Arbitration and the decision of the majority thereof shall be both final and binding and all parties shall abide thereby; it is expressly agreed that said arbitration board shall meet within five days after the occurrence of the difference requiring arbitration.

11. Each engineer and craneman shall keep his machine in good order and good repair at all times to such an extent as lies in his power to do so, and the union agrees to furnish first-class competent men when called upon to do so.

12. Representatives of the union (employees) agree to give employers six days' notice when leaving their employ.

13. Where higher wages are paid certain engineers and cranemen at the time this agreement is signed, such wages shall not be reduced.

14. Anything not specifically mentioned herein shall remain as heretofore.

The above agreement* was entered into on February 10, 1904, between representatives of the Great Lakes Tug and Dredge Owners Protective Association and the representatives of the International Brotherhood of Steam Shovel and Dredge Engineers and Cranemen of America, and the International Longshoremen Marine and Transport Workers Association, the same to go into effect March 1, 1904, and to continue for one year.

Brockton.

BAKERS.

Master Bakers and Bakers Union No. 180.

1. Wages of night workmen: Foremen not less than \$20 a week, second hands not less than \$18 a week, and underhands not less than \$16 a week.

2. Wages of day workmen: Foremen not less than \$20 a week, second hands not less than \$16 a week, and underhands not less than \$15 a week.

3. Nine hours to constitute a day's work.

4. Six days of nine hours each to constitute a week's work.

5. Forty cents an hour to be paid for all overtime.

6. All overtime to be entered by the foreman.

7. No boarding with the employer.

8. Only one boy to be employed in each shop.

9. No day workers shall start work before 5 o'clock A.M.

10. No night workers shall start work before 5 o'clock P.M. except dough makers.

11. In all cases master bakers agree to employ none but members in good standing in Bakery and Confectionery Workers International Union of America.

12. Members of Bakers Union No. 180 shall be given preference if capable through the Corresponding Secretary.

13. Master bakers will not under any consideration cause or sanction any lockout of Bakers Union No. 180 while this agreement is in force. All questions in dispute shall be left to a Board of Arbitration to be agreed upon.

14. Master bakers shall forfeit the label of the Bakery and Confectionery Workers International Union of America should they break this agreement.

15. Bakers Union No. 180 agrees to furnish competent help when required.

16. Union agrees to furnish labels to employers free of charge; two weeks' supply at one time only as long as contract is fully lived up to.

17. Union agrees not to cause or sanction any strike while this contract is in force; all questions in dispute which cannot be mutually agreed upon shall be submitted to a board of arbitration mutually agreed upon.

This agreement shall remain in force until May 1, 1905.

Chelsea.

PAINTERS.

Master Painters of Chelsea and Union No. 623 of the Brotherhood of Painters, Decorators, and Paper-hangers of America.

1. Eight hours shall constitute a day's work, the same to be performed between 8 A.M. and 5 P.M. except during the Winter months when same may be between 7.30 A.M. and 4.30 P.M.

2. The minimum rate of wages shall be \$2.50 a day for house painters, and \$3 a day for decorators.

3. All overtime shall be paid for as double time, and nights or Sundays, Washington's Birthday, Patriots' Day, Decoration Day, Independence Day, Thanksgiving Day, and Christmas, or the days on which they are celebrated, are to be paid for as double time, but in no case shall employees be required to work on Labor Day.

4. When a workman intentionally evades working his full eight hours he shall be reported by the employer, and disciplined by the union, and the employer will deduct double time for the time lost in such cases.

5. Men shall not be requested to report at shop more than 15 minutes previous to starting time. Men not being required to report at shop shall be on their job at starting time.

6. Car fares to be paid by employers when men are required to work out of town, also board and traveling expenses.

7. Men required to work within the jurisdiction of other locals, where a higher rate of wages prevails, shall receive the higher rate.

8. Any member of Union No. 623 taking work by the day from other than organized Master Painters shall demand not less than 41 cents an hour.

9. The policy of the employers shall be to assist Union No. 623 to make its body as thoroughly representative as possible, recognizing the fact that absolute personal independence of the individual to work or not to work, and the employer to employ or not to employ, is a fundamental right and should never be questioned or assailed.

The best interests of the employers demand that all painters and decorators shall belong to Union No. 623, carrying the latest working card issued to its members; and all interests being equal preference of employment shall be given by the Master Painters to members of Union No. 623.

* The non-acceptance of this agreement by the Eastern Dredging Co. of Boston was the cause of a strike.

10. This agreement to take effect from January 1, 1904, to the first Monday in April, 1905. If any change is contemplated by either party at its termination, notice in writing shall be given by the party contemplating such change at least three months prior to the expiration of this agreement; and in case any disagreement as to the true intent and meaning of any part of this agreement, or in case of any claim or violation of any part of this agreement by either party, said party aggrieved shall notify the other in writing within 24 hours, and said grievance shall be adjusted at once by an arbitration committee consisting of two representatives from each party thereto, and they if necessary may choose another member.

Chester.

QUARRY WORKERS.

Quarry Workers International Union of North America, a labor organization, having its principal office and place of business at Barre, Vt., the party of the first part, and the Hudson and Chester Granite Co. of Chester, Mass., party of the second part.

The parties hereto have deemed it for their mutual benefit and advantage that union quarrymen (so called) should be employed at the quarries of the party of the second part; provided, their employment could be had upon such conditions and restrictions as would not work an injury or loss to the party of the second part.

1. The existing rate of wages paid by the party of the second part to its quarry workers and the present daily hours of employment by said quarry workers to continue during the existence of this agreement.

2. None but union quarry workers shall be employed by the party of the second part, provided the party of the first part shall furnish to the party of the second part, upon 15 days' written notice, all quarry workers, that the party of the second part may, in said notice, request the party of the second part to furnish.

Said second party reserves to itself, however, the right and privilege to pass upon the qualifications of the quarry workers so furnished, and if any of them prove incompetent or otherwise unsatisfactory to the party of the second part, to discharge them forthwith, and the party of the second part shall not be obliged thereafter to re-employ any discharged or striking employee but may, if it deems it necessary for the proper working of its quarries, engage such quarry workers as, in its opinion, is thought advisable without regard to whether or not the quarry workers so engaged by the party of the second part are union men or non-union men.

3. The 21 union men now in the employ of the party of the second part to be reinstated, without prejudice, in the Chester Branch of the party of the first part, upon the payment of a uniform fee of \$10 for each quarry worker so reinstated.

All non-union quarry workers now employed by the party of the second part to be admitted to the Chester Branch of the party of the first part upon application therefor.

4. No restrictions whatsoever are to be placed by the party of the first part upon the party of the second part in the matter of its sales or the conduct of its general business.

5. This agreement entered into July 25, 1904, to remain in full force and effect from this date to January 1, 1907, and yearly thereafter unless three months' notice in writing be given by either party

hereto to the other party hereto of a desire on its part for a modification or termination of this agreement at the date of the expiration thereof, or of any renewal or renewals thereof. Said notice to be given at least three months before the expiration of this agreement and at least three months before the expiration of any subsequent year wherein this agreement shall be in force.

It is mutually understood and agreed between the parties hereto that if any differences or disputes arise between them relative to the true interpretation and meaning of any of the provisions of this agreement, or of any renewal or renewals thereof, or as to any change or modification of this agreement or in relation to any provisions of any other or different agreement that may be proposed by either party hereto, and then and in that event a Board of Arbitration shall be appointed as follows:

One arbitrator to be appointed by the party of the first part; one arbitrator to be appointed by the party of the second part; and the two thus chosen to select a third; and the decision of a majority of the arbitrators, so chosen, to be final and binding upon the parties hereto, and in the event of the two arbitrators first chosen, as aforesaid, being unable to agree upon the third arbitrator, that then and in that event, upon the application of either party to any Justice of the Supreme Court of the State of Massachusetts, upon five days' written notice to the other party, said Justice is hereby authorized and empowered to appoint the third arbitrator.

Fall River.

BAKERS.

Master Bakers and Bakers Union No. 99.

1. That master bakers will at all times in the conduct of their business employ only members of Union No. 99 who are in good and regular standing.

2. That a foreman shall receive not less than \$18 a week; and that where there are four or more men employed on one shift, one shall be recognized as second hand and shall receive not less than \$15 a week; and no journeyman shall work for less than \$13 a week. That employees shall not work more than 60 hours a week, 10 hours a day. Overtime to be paid 30 cents an hour. That in case of slackness in trade, instead of discharging a man, the men employed shall loaf in their turn, except a foreman.

3. A driver shall not be allowed to do the work of a baker, excepting the owner.

4. Any employer in need of a jobber shall not pay less than \$3 a day, 10 hours to constitute a day's work; overtime 30 cents an hour.

5. Union No. 99 to furnish labels to all employers who sign the contract free of charge, the same to remain the property of the union, and can be withdrawn at any time. In case of non-compliance with the above rules, the union reserves the right to withdraw the label.

6. Union No. 99 will furnish to the employers at any time as many competent men as possible, but in the event of the Union not being able to furnish competent men, the employers shall have the right to employ men from other local unions of the Bakery and Confectionery Workers International Union of America; provided, a competent union man cannot be found within a radius of 50 miles within 48 hours, the employers shall have the right to employ men not members of said union, provided that they shall immediately become members of said union.

7. Only one boy to be employed in a gang of five men or less, provided that in shops where at present there are helpers not eligible to membership in the union

said helpers shall remain as at present until they do become eligible when they shall become members of Union No. 99.

8. No strike shall be ordered by Union No. 99 before submitting the matter in dispute to a committee of arbitration; said committee to consist of two members from Union No. 99, and two members from the Master Bakers Association; these four men to select a fifth man who shall act as presiding officer.

9. That there shall be no work done on Labor Day. This contract goes into effect May 1, 1904, and expires April 30, 1905.

Lynn.

BAKERS.

Master Bakers Association of Lynn and the Bakery and Confectionery Workers International Union of America, Bakers Union No. 182 of Lynn.

1. It is hereby agreed that Master Bakers Association will at all times in the conduct of its business employ only members of Union No. 182 who are in good standing; when practical, will hire the same through the secretary of Union No. 182.

2. That said members shall not work over nine hours a day, or 54 hours a week of six days. That members shall not work Sundays or legal holidays, nor shall they work over three hours overtime in any one week. Overtime to be paid at the rate of 40 cents an hour. No overtime shall be charged in a week where there is a holiday unless men work over 54 hours. This section shall not apply to hotel and restaurant bakers, or ice cream makers.

3. Hotel and restaurant bakers and ice cream makers may be employed to work on Sundays and holidays, providing such work shall be considered as overtime and paid at the rate of 40 cents an hour.

4. Foremen shall not receive less than \$20 a week, second hands not less than \$16 a week, all bench and bowl hands not less than \$15 a week.

5. One helper is allowed to five bakers; over that number two helpers are allowed.

6. Jobbers shall not receive less than \$3 a day of nine hours, and 40 cents an hour overtime.

7. The secretary or any member with credentials from the union shall be admitted to the shop.

8. Employers shall be furnished with labels free of charge by Union No. 182. These labels shall be placed upon all loaves of bread.

9. That in shops employing one man to work alone he shall receive not less than \$18 a week.

10. That no man shall be called out of any shop until a committee of Union No. 182 and the employer hold a conference. In case of failure to come to terms, said disagreement shall be arbitrated by the executive board of this union, and an equal number of master bakers.

11. That if any member reports for work in an unfit state (except through sickness) his employer may report same to Union No. 182, which shall impose a fine on said member.

12. No member shall be compelled to board with employer.

For setting sponges or other work outside of regular hours, overtime shall be paid.

13. Night men shall not start work before 6 P.M., provided, however, that an earlier hour may be agreed upon by master baker and journeymen.

14. This contract shall not be altered by any verbal agreement. Both parties to this contract agree that it shall be in force from May 24, 1904, up to and including April 30, 1906.

15. From and after that date (May 24) it is guaranteed by Union No. 182 that the minimum fee for initiation into that association shall be \$50. It is further agreed by Union No. 182 that should the initiation fee be reduced to \$25 within 12 months from the date of this agreement, \$25 shall be refunded to all candidates initiated during such time. It is agreed by the Master Bakers Association of Lynn that no man who has taken part in the recent differences between their association and Union No. 182 shall be discriminated against.

SHEET METAL WORKERS.

Sheet Metal Workers Union No. 217 and Employers of Lynn and Vicinity.

1. That eight hours' work shall constitute a day's labor.

2. That time and one-half shall be paid for overtime until 12 P.M. on shop work, and double time after that, and for outside work after hours double time; also double time for Sundays and holidays.

3. That they shall receive \$5.25 a day.

4. That traveling expenses, board and lodging shall be paid when work is done out of Lynn, with privilege of paying car fare daily.

5. That none but members of the International Alliance shall be employed.

6. That an employer shall be entitled to one apprentice to three men, who shall do no work alone until his third year. He must be reported to Union No. 217 when engaged, and he must serve three years; his fourth year he shall receive not less than \$2 a day.

7. That this agreement shall go into effect on September 2, 1904, and remain in effect until September 2, 1905.

New Bedford.

BAKERS.

Master Bakers and Bakery Confectioner Workers International Union of America, Union No. 95 of New Bedford.

1. Master bakers will at all times in the conduct of his, her, or their business employ only members of Union No. 95 who are in good and regular standing.

2. Master bakers and Union No. 95 agree that a foreman shall receive not less than \$18 a week. Second hands shall receive not less than \$15 a week, and no journeyman shall receive less than \$13 a week. All foremen, second hands, or journeymen receiving over the above scale, their wages shall remain the same as heretofore. Master bakers also agree that his, her, or their employees shall not work more than 60 hours a week. Overtime to be paid for at 30 cents an hour for all employees.

3. Master bakers also agree that in a shift of three or more employees there shall be a recognized second hand.

4. Any employer in need of a jobber shall not pay less than \$3 a day or night, 10 hours to constitute a day's or night's work. Overtime to be paid for at 30 cents an hour.

5. Only one boy to be employed in a shift of five men or less.

6. Union No. 95 agrees to furnish to the employer, at any time, as many competent men as possible, but in event of Union No. 95 not being able to furnish competent men, the employer shall have the right to employ men not members of said Union, providing said men immediately become members of Union No. 95.

7. In case of non-compliance with the foregoing, it will be considered unfair to organized labor, and Union No. 95 reserves the right to withdraw said men.

8. Union No. 95 agrees to furnish cards to all employers, as per sample.

9. Master bakers also agree that there shall be no work done on any holiday or the night preceding a holiday, excepting that a holiday falls on a Saturday or Monday, with exception of Labor Day, when no work shall be done or on the night preceding.

10. The members of Union No. 95 do hereby promise to do all in their power to further the interest of their employers' business.

11. This contract to go into effect May 1, 1904, and to remain good until May 1, 1905.

North Adams.

TINSMITHS.

Master Plumbers Association and the Journeymen Tinsmiths Union No. 133 of Amalgamated Sheet Metal Workers International Alliance.

Wages. The wages of the journeymen sheet metal workers shall be \$2.75 a day; eight hours to constitute a day's work.

Apprentices. It is mutually agreed that no apprentice shall be employed, journeymen tinsmiths, plumbers, steam and gas fitters to be employed to work in conjunction as the master plumbers may deem expedient.

a. All work done between the hours of 6 P.M. and 7 A.M. shall be paid for at the rate of time and one-half; all Sunday work commencing at 12 P.M. Saturday to 12 P.M. Sunday shall be paid for at the rate of double time.

Holidays. Independence Day, Labor Day, and Christmas Day shall be considered legal holidays, and any work done on the above days must be paid for at the rate of double time

Lay-offs. No plumber, gas or steam fitter, or plumber's apprentice shall be employed on any tin work, when it is available to secure the services of a member of the Sheet Metal Workers Union to do the work.

a. It is hereby agreed by the Sheet Metal Workers Union No. 133 that it will not under any circumstances authorize or countenance a strike against any member of the Master Plumbers Association of North Adams until every honorable means of a settlement have been exhausted.

b. Trade questions in dispute shall be settled by a committee representing the Master Plumbers Association and the Sheet Metal Workers Union, to whom all trade questions affecting any employer or shop shall be immediately referred. Should this arbitration committee fail to agree it shall have the power to select a fifth person to decide the question at issue, whose decision shall be final and binding to both parties.

This agreement goes into effect April 1, 1904, and remains in force until March 31, 1905.

Salem.

BAKERS.

Master Bakers of Salem and Vicinity and Bakers Union No. 277.

1. That master bakers will at all times in the conduct of his or her business employ only members of the Bakery and Confectionery Workers' International Union in good standing.

2. That said members shall not work over nine hours a day, 54 hours a week. Sundays, legal holidays, and all overtime work to be paid 35 cents an

hour, and that three hours' overtime will be allowed only in any one week for any one man.

3. Hotel and restaurant bakers and ice cream makers shall be allowed to work on Sundays and holidays, providing such work shall be called overtime, at the rate of 35 cents an hour.

4. All foremen shall receive \$18, second hands, \$16, and third hands, \$15 a week. Union No. 277 agrees that they will not ask for any increase of wages or for a decrease of hours of labor for two years from May 2, 1904.

5. Any baker whose wages exceed this scheduled price shall not be reduced to conform with the same, and shall remain same as paid previous to signing this contract.

6. One helper is allowed up to five bakers; over five bakers, two helpers shall be allowed.

7. If a jobber is employed, he shall not receive less than \$3 a day, nine hours' work; 35 cents an hour for overtime.

8. The President and Recording Secretary of Union No. 277 shall be allowed to visit the bakeries at all times.

9. Employers shall procure labels from this Union No. 277 at the rate of six cents for 1,000 for plain; 7½ cents for 1,000 for combination, and agree to place the same on all loaf bread.

10. Master bakers agree that if he or she shall at any time break any part of this contract they will forfeit all labels in their possession to Union No. 277, who agrees to redeem said labels at same price paid.

11. That no man shall be called out of any shop until a committee of Union No. 277 and the employers hold a conference. In case of failure of coming to any terms said disagreement shall be arbitrated by two members of the Executive Board of Union No. 277, two master bakers, and one disinterested party, to be agreed upon by the four.

12. That if any member report for work in an unfit state (except by sickness) his employer may report the same to Union No. 277, who shall impose a fine on said member, said fine to be forwarded to the employer by Union No. 277.

13. No member shall be compelled to board with his employer.

14. If any change shall be desired by either party, the proposed change shall be submitted 30 days before the expiration of this agreement.

Both parties of this agreement agree that this contract shall be in force May 2, 1904, until and including April 30, 1905.

Waltham.

BAKERS.

Master Bakers of Waltham and Union No. 202 of Waltham, Mass.

1. That only members in good standing of the Bakery and Confectionery Workers International Union be employed; members of Union No. 202 to have the preference.

2. Nine hours' continuous work with the exception of meal hours shall constitute a day's or night's work, six days or six nights a week.

3. a. At least \$18 shall be paid to foremen in shops where one or two men are employed on day work, the second hand to receive not less than \$16; for night work in such shops foremen shall receive not less than \$19, second hand not less than \$16.

b. In shops that employ three men or more on day work foremen shall receive not less than \$19; second hands not less than \$16; underhands not less

than \$15. For night work in such shops foremen shall not receive less than \$20; second hands not less than \$16; underhands not less than \$15.

c. Overtime shall be paid time and a half according to men's pay, Sunday and holiday work shall be paid double according to men's pay.

4. Jobbers must be hired through Union No. 202 direct, and must receive \$3 for nine hours' work; overtime, time and one-half.

5. No bakers shall be allowed to work on any legal holiday except in case of emergency, which will be decided by Union No. 202, and under no consideration shall any work be performed on Labor Day or Labor Day night.

6. No baker or confectioner shall be asked to do anything but a baker's or confectioner's work.

7. Any master baker signing this agreement and living strictly up to it shall have the privilege of using the union label.

8. The delegates, or the agents, parties to this agreement bearing the proper credentials, to be allowed in any shop during working hours, providing they ask permission from party in charge.

9. All difficulties arising under this agreement shall be arbitrated by a committee of five journey-men bakers and five boss bakers, and if this committee cannot settle said difficulties such difficulties shall be settled by the State Board of Conciliation and Arbitration, and their decision shall be final. No strikes or lockouts shall be permitted pending the decision of the Arbitration Committees.

10. A copy of this agreement must be hung in a conspicuous place in every shop for reference in disputes which may arise under it.

11. Boarding or lodging with employers is strictly prohibited and shall be considered a direct violation of this agreement.

12. This agreement shall be in effect on and after May 1, 1904, and shall continue so until May 1, 1905.

13. Every foreman is allowed one apprentice.

14. If any changes shall be desired by either party to go into effect on May 1, 1905, the proposed changes shall be submitted to the other party at least 30 days before the expiration of this agreement.

EXCERPTS

Relating to Labor, Industrial, Sociological, and General Matters of Public Interest.

"Closed Shop" as Considered from the Union Standpoint.

Now what is unjust in the "closed shop" system? It is charged that it denies the right of the non-union workman to sell his skill and labor where and to whom he pleases, and the charge is true. But the non-union man has no grounds of complaint, therefore, for if he is a competent workman and an honest man the door is open to him to avail himself of the "closed shop" by becoming a member of the union; and if he is not competent as a workman or not worthy as a man, then neither he nor the employer has a just grievance. Again, the employer sometimes charges that it is a form of coercion for the union to compel him to employ union men to the exclusion of all others; that he has the right to choose the individuals whom he will not have. We will admit, for the moment, that he has such right; but have not each one of his employees even better right to choose with whom they will work and with whom they will not; and if they have such right individually, have they not the same right collectively? So that upon this point the unions are at least upon equal terms with the employers; and if the matter of ethics be introduced, the unionists certainly have much the better side of the case. — *A. I. Mendenhall, Dayton, Ohio.*

Unskilled Operatives.

Unskilled operatives are a trial and expense to the knitter, for often with first-class yarn they will make a large number of seconds. Frequently, operatives who thoroughly know their business will make seconds by neglecting to call the fixer to a machine at the first sign of anything being out of order. The skilled operative can and does prevent

imperfect work, breakage of needles, and other losses by close attention to the machines when running, so that any imperfection in the yarn is detected before it has been carried down to the needles. The unskilled operative does not know the effect of the imperfection in the yarn, and so small is her skill that she seldom has time to watch for them even when she knows them and their evil effect. But it is not alone on the knitting machine that imperfect goods are made. When goods must be transferred from one machine to another in order to complete them the utmost care is necessary to have every stitch transferred from one set of needles to the other set, and sometimes this transferring requires that two stitches be looped on one needle. If one of the stitches be dropped the place will have to be mended. — *American Wool and Cotton Reporter, Oct. 27, 1904.*

Electricity in Textile Mills.

The operation of the textile mill by electric power is becoming more general every day, and New England, the centre of American textile manufactures, is fortunate in having enterprising corporations controlling the mills, who are determined to have the best on the market for the up-to-date operation of their plants.

The system much in use at the present time is the individual motor attached to spinning frames, looms, etc., and beyond question more work and that of a better quality is turned out than from machines driven by mechanical means.

Lighting the mills is another important factor, particularly in weaving rooms, where a pure white light is most beneficial, and many manufacturers speak highly of the Wernst lamp as filling the

necessary requirements, and many of these lamps are in use to-day. The General Electric Company have a diffused system for mill lighting used with their direct and alternating lamps that meets with favor in some sections, many of them being installed in the Southern mills as well as at Lowell, Manchester, and Fall River.

But of more importance than illumination, necessary though it may be, is the matter of electrically driven mills, which will turn out more even work, and it is evident that an engine or turbine operating an electric generator will furnish a more uniform and steadier speed than the regular mill engines, and if this uniform speed is available at the looms, an increased production with a more uniform quality of work must result. With this system, the minimum amount of attendance is required, the plant occupies the least possible space, and at the same time the design is such that enlargements or changes can be readily made.

The units used in an electric power plant may be installed of the right capacity to do the work in hand, and all future extensions may be made when required without disturbing the original installation, and future additions will work together, each unit operating its share of the load in proportion to its capacity, and often this increase in units is not accompanied by any increase in attendance.

Another important feature of the individual motor for driving the mill machinery is the saving in case of breakdown. Under the old system a break generally meant the shutting down of the whole floor or section; while with the electric motor, only the particular machine out of order is stopped, the balance of the plant going on as if no break had occurred. — *American Wool and Cotton Reporter*, Oct. 27, 1904.

Reduction of Hours of Labor for Women and Children in the Flax, Hemp, and Jute Industries in Belgium.

A royal decree dated July 6, 1904, states that beginning August 1, 1904, children and boys under 16 years of age, as well as girls and women between 16 and 21 years of age, shall not work more than 11 hours a day in the flax, hemp, and jute industries, nor more than 66 hours a week; with a maximum day of 11½ hours in the cotton industry. Previously, the hours of labor for these classes of employees were 11½ in all four branches of industry affected by the decree. — *Bulletin de l'Office du Travail*, Paris, September, 1904.

Pauperism in England.

Under date of September 3, 1904, United States Consul-General H. Clay Evans, London, England, transmits the following leader which appeared in the London Globe of that date:

"In normal circumstances, the autumn season usually provides more employment for unskilled labor in London than any other period of the year. The shipping and building industries are in full swing, while hop picking and harvesting take away many thousands of the indigent to the country. It is an exceedingly grave matter, therefore, to learn from official statistics that metropolitan pauperism has been largely and rapidly increasing quite recently. Some growth has, it is true, been in evidence for several successive years, but never to nearly the same extent as at present. Last week's

record of indoor and outdoor relief shows that 110,405 Londoners had to apply for charity, without including the 1,206 vagrants who claimed assistance. Comparing these figures with those for the same week last year, there is a total augmentation of very nearly 5,000 compared with August, 1903, whereas its increase over 1902 was barely half as large. Nor is this deplorable shrinkage of employment peculiar to the metropolis. The local government board has just been informed by its inspector-general for the northern district that during the year ending on last Lady Day, the local cost of relieving necessitous people had exceeded the quinquennial average of £90,000 (\$437,955). Yet Cobdenite enthusiasts will, no doubt, stoutly maintain that there is no need for remedy, or even for inquiry."

Consul-General Evans transmits under the same date an article from the London Daily Telegraph which shows that at the end of July, 1904, 730,214 persons were receiving indoor and outdoor relief in England and Wales, representing 21.6 for every thousand inhabitants, an increase of 34,339, compared with the same time in 1903.

Sailors' Right to Strike — France.

During April, 1904, several strikes were declared by the Sailors and Dockers Unions in France. The legality of the acts being questioned, an investigation of the matter was undertaken by the Section of Co-operative and Workmen's Associations of the *Musée Social*; and the following resolution was adopted on June 27, 1904:

"In as far as sailors are concerned the right to strike* is suspended during a voyage, that is, from the moment of shipping to that of formal discharge. During this period the right to organize holds good, but only in such of its manifestations as are not incompatible with the special laws governing sailors." — *Musée Social, Annales, Paris, September, 1904.*

Law Regulating Certain Employment of Children in France.

The law of November 2, 1902, on the work of women and children forbade, in article eight, the employment of children under 13 years of age in theatres and *café-concerts*. The article reads as follows:

"Children of either sex, under 13 years of age, must not be employed as actors, ballet-dancers, etc., in public performances given in theatres and *café-concerts*."

"The Minister of Public Education and Fine Arts, in Paris, and the prefects, in the departments, may, as exception, authorize the employment of one or several children in theatres for the presentation of established plays."

Under the alleged authority of the second section cited, violations of the law became so numerous that on June 25, 1904, the Minister of Public Education and Fine Arts issued a circular to the prefects instructing them, for the protection of public morals and the health of the children, not to allow children under 13 years of age upon any pretext to appear upon the stage of a *café-concert* and to exercise the utmost diligence in preventing the appearance of children under 13 years in the theatres, except in cases where the presentation of a play absolutely requires them. — *Bulletin de l'Office du Travail, Paris, September, 1904.*

* Accorded by the laws of May 25, 1864, and March 21, 1884.

Civil Service of France.*Salaries.*

When on the regular staff a young clerk receives 1,500 to 1,800 francs (\$290 to \$347) a year, rising rather rapidly to 4,000 francs (\$772), but afterward slower. He may become a head clerk, of whom there are two or three in each "room," with a salary of 8,000 francs (\$1,544), and he has a remote chance of being head of the division, with 12,000 francs (\$2,316). Appointments are not made for any definite or limited period. Women are not employed in any Government office except the post-office and telephone service, and they are then very badly paid, receiving about three-fourths of a man's salary.

Young men are specially trained for service as consuls and employees at legations. They must pass the examinations, serve at least six months in a consular office with no salary, or at most a nominal sum for expenses, and show an aptitude for foreign languages, especially English and Spanish. No special provisions appear to exist in regard to the appointment of postmasters, collectors of customs, etc., but appointments are made from the most competent minor officials.

Office Hours and Holidays.

Office hours are from 9 A.M. to 5 P.M. There are some eight or ten public holidays in the course of the year. An official is allowed a fortnight vacation without deduction of salary, or a month if he has had no vacation during three preceding years. It is doubtful if this arrangement is strictly carried out in regard to higher-paid officials, who possibly receive a month vacation. If absent beyond that time (up to three months), an official's salary suffers a reduction "which shall not be less than half nor more than two-thirds of his average salary." In case of sickness (duly certified) full pay is allowed for three months, and half or two-thirds for another three months. At the end of six months an official must return to work or may be asked to resign. This does not apply to a man having been injured in the public service or having performed any act of bravery from which he received injuries.

Pension after Thirty Years' Service.

At the age of 60, or after thirty years' service, a clerk is entitled to retire on a pension. This pension is usually calculated at the rate of one-sixtieth of the salary for each year's service, but must not exceed two-thirds of the salary at the time of retirement. The law fixes the pension at two thirds in the case of salaries of from 1,000 francs (\$193) to 3,200 francs (\$617.60), and at one-half for salaries from 3,200 francs (\$617.60) to 12,000 francs (\$2,316). A retired ambassador receives \$2,316, a consul-general \$1,158, a first-class consul \$965, a second-class consul \$772. The pension fund is supported by a deduction of five per cent from all salaries. Retired employees cannot re-enter the service, as they would be far too old, but they may engage in private enterprises or business. The present law regulating pensions has been in force for more than fifty years, and appears to work smoothly. — *United States Consul-General John K. Gowdy, Paris, France.*

Schools for Electrical Employees, Prussia.

A few months ago the Central Trades Association of Königsberg, Prussia, instituted a free course of instruction for those who are employed

at the electrical works in that city (minors excepted). The lectures, which are held two evenings a week, from half past 7 until half past 9, are delivered by some expert engineer, who has had long practical experience. At the end of each course, which lasts about twelve weeks, examinations are held. Those who succeed in passing these examinations are awarded certificates which set forth the fact that they have performed their work in a satisfactory manner.

It is thought that this idea of giving free instruction to the employees of electrical works will be introduced in other places, as it is very much to be desired that workmen know as much about the business as possible, not only because they will be more efficient, but also in order to lessen the possibility of accidents. — *Southard P. Warner, Consular Agent, Gera, Germany, Aug. 4, 1904.*

Girls as Fruit and Hop Pickers in Scotland.

The newspapers report that in the Strathmore district of Perthshire, Scotland, fruit growers have dispensed almost entirely with tramp labor, having engaged girls from Edinburgh, Glasgow, and Dundee as pickers. These girls, engaged ordinarily in indoor occupations in those cities as factory hands, dressmakers, etc., welcome the open-air employment as a health-giving holiday for which they are paid. The papers say that the girls are well looked after, comfortable board and lodgings being provided for them by the farms on which they are employed at six shillings (\$1.46) a week. Attention is not called to the fact that the employment of these girls as extra hands at fruit-picking times must disorganize the work in the factories where they have regular employment. In the chain, pulley block, and anchor district near Birmingham there is annually very great embarrassment to the ironmasters owing to the fact that the men, women, and children employed in their works abandon them temporarily each year at hop-picking times, and I am told that during the hop-picking season in Kent some of the London Board schools are practically emptied, whole families migrating to the country, where they encamp in barns and sheds and under hedges until the hops are gathered in. — *Marshal Halstead, Consul, Birmingham, England, Aug. 4, 1904.*

Labor in Shops and Factories in Ticino, Switzerland.

The following ordinance relating to labor was adopted by the State Council of the Canton of Ticino:

Section 1. Proprietors shall pay their workmen at least every two weeks in cash and in legal currency.

By special agreement the parties may arrange to have payment made every month.

Not more than six days' wages shall be kept back on any pay day.

Sec. 2. For work by the piece or job, conditions of payment shall be determined by agreement between the head of the concern and the employees. However, payment must be made, at the latest, on the first pay day following the completion of the work.

For piece work which requires more than 12 days the workman is entitled, upon the regular pay day, to wages, on account, for the work actually done.

Sec. 3. Heads of factories wishing to apply the fine system may have recourse to this only in case the employees are notified and the fines are imposed under conditions approved by the State Council.

Fines must not in any case exceed one-half the daily wage of the workman.

The income from fines must be used in the interest of the workmen and shall be devoted especially to aid funds.

Deductions from pay on account of poor work or injury to material are not considered as fines.

Sec. 4. Disagreements with regard to mode of payment, the withholding of wages, the collection and use of fines, shall be decided by the president of the tribunal of the district in which the enterprise is situated in conformity with the rules established by article 407 and the following of civil code of procedure.

Sec. 5. Police agents of the Canton, members of the municipal government, and doctors appointed, as well as all other persons appointed, by the State Council to attend to the application of labor laws, have the right to enter the shops at will, and are authorized to make official reports in cases of violation; an official report will be accepted as evidence until it is disproven.

Sec. 6. The provisions of the law of January 16, 1901, for procedure in cases of violation, modified by the decree of May 15, 1903, are applicable to violations of the present ordinance.

Sec. 7. This ordinance shall take effect upon the day of its publication in the *Bollettino delle leggi*. — Adopted June 4, 1903. — *Annuaire de la Législation du Travail*, 1903. Brussels, Belgium, 1904.

Protection of Women in Industry in Aargau, Switzerland.

The following law relating to employment of women was passed by the State Council of the Canton of Aargau:

Section 1. The present law applies to all industrial establishments, subject to the federal factory law, in which one or more women work for wages or other remuneration or for the purpose of learning a trade, even if they board and lodge in their employer's house. Agricultural workers are exempt from this provision. To employees in taverns and shops, in as far as they are not occupied in manufacturing but merely in serving customers, sections 9, 13 (paragraph three), 14, 15, 16, and 17 only are applicable.

Sec. 2. Girls subject to school attendance must not be employed as workers or apprentices.

Sec. 3. The competent government department shall keep a register of all establishments subject to the present law.

District authorities shall keep, also, a register of establishments within their districts.

Managers are responsible for notifying the Council of the Commune of the existence of their industries, by addressing the district authorities or the proper government department.

In case of doubt as to whether an industry falls under the provisions of the law, the government department shall decide the question. Appeal from this decision may be made to the government council.

Sec. 4. Hours of labor for women falling under the application of the law by virtue of section 1 shall not exceed 11 hours, nor 10 hours on Saturdays and the days preceding legal holidays. In case federal legislation has reduced the day to 11 hours, this provision shall be effective as far as the present law is concerned.

The day's work must be done between 6 A.M. and 8 P.M.

At least one hour's rest must be allowed in the middle of the day.

Women, having homes to care for, should be allowed to leave a half-hour before the midday rest and at four o'clock on Saturdays and the evenings before holidays.

The periods of rest shall not be deducted from the hours of labor unless the women are allowed to leave places of work.

The time for instruction is included in the maximum day's work and shall not be deducted from wages.

No work shall be done on Sundays or legal holidays.

It is forbidden to give women, subject to the present law, work to do at home outside the legal hours of labor.

Sec. 5. As an exception the day's work may be temporarily prolonged, beyond the duration established in section 4, by two hours at the maximum and up to 10 P.M. at latest, by the authorities of the district and in specially urgent cases, for a single day, by the chief of the commune, under the restriction of informing the authorities of the district.

The approval of the competent governmental authority is necessary for increasing hours of labor for more than two weeks.

Requests for this privilege must state reasons in detail.

Overtime work for one establishment must not aggregate more than two months in 12.

Sec. 6. The authority for overtime work implies the consent of the persons who are affected by it. Notices should be posted in the workrooms.

Sec. 7. Overtime work is forbidden for girls under 18 years of age.

Sec. 8. Wages for overtime work shall exceed regular wages by at least 25 per cent.

Sec. 9. The first two weeks of employment are considered as a trial, in the sense that up to the expiration of this time each party is free to end the contract by giving notice of at least three days.

Unless a written agreement to the contrary exists, contract for services between an employer and a woman employee may be terminated by either party upon notice of 14 days. The termination, however, must fall upon pay day or Saturday.

The contract can be dissolved by either party only for serious reasons, which must be made known to the judge in each case.

Sec. 10. In the engagement of an apprentice it will be necessary in every case to adopt a written contract containing stipulations relative to the trade to be learned, the remuneration for apprenticeship, the right to have work done which is not included in the apprenticeship, the indemnities to which each party shall be entitled in case the contract is cancelled, and finally the conditions under which cancellation of a contract by either party is allowable.

Sec. 11. If the importance or nature of the industry concerned justifies it, employers subject to the present law may be obliged to post in a conspicuous place regulations regarding hours of labor, conditions of entering and leaving employment, and payment of wages.

These labor regulations are subject to the approval of the government department concerned. In case of doubt, the government council shall decide.

Sec. 12. Wages shall be paid at least every 14 days in legal money.

Pay day shall not fall upon Saturday or Sunday.

It is forbidden to reserve wages on account of rent, cleaning, heating, or lighting of the place of work, or for the use of tools; materials shall not be sold above net cost price.

Wages may be retained only in case of mutual agreement, and to the amount of not more than half the average maximum weekly wages.

The withholding of wages in view of insurance is also forbidden, except under special agreement. The person insured must be informed of the contents of the insurance policy.

Employees must receive notification of decrease in wages early enough to make it possible for them to give up their positions without being subject to the reduction.

Fines shall not be imposed; on the other hand, employees are responsible for damage done intentionally or as a result of serious negligence; in either case they may be immediately discharged. Difficulties arising in such cases shall be settled by the judge.

Sec. 13. There shall be given to each woman upon demand a certificate relative to the nature and duration of her employment; this certificate shall also, upon demand of the employee, give information as to her conduct and manner of working.

Employers are forbidden to mark certificates for the purpose of contradicting the impression of the employee given by the text of the certificate.

If the employee is a minor, the certificate may be demanded and received by her father or guardian.

The certificate may be placed directly in the hands of the employee against the will of her father or guardian if the official executing it gives his consent.

Sec. 14. The places in which women are employed shall be spacious, light, dry, well aired, sufficiently heated, and in general kept in such a manner as not to injure the health of persons there employed.

In large establishments it will be necessary to make use of devices recommended by experience or the growth of the business and serving to prevent bodily injury and danger to health.

Employers must also look to the maintenance of good manners and decency among their women employees. Officials in charge of the execution and observance of the present law should be permitted to enter the places of employment at any moment upon request.

Sec. 15. Employees in shops may be employed without restriction in the service of customers during the hours when the shops are open, upon condition that, besides the hours for meals, one hour of rest during the day, and an interval of at least 10 consecutive hours during the night is allowed them.

Girls employed in shops must be allowed to sit at their work in so far as is possible.

Sec. 16. Women employed in inns and public houses may, in so far as the service of customers requires, be employed up to the closing hour, or later on the days when this hour is not applicable. However, in all cases, a rest of eight consecutive hours must be allowed them.

It is forbidden to employ girls under 18 years of age, not belonging to the family of the inn keeper, in permanent service.

Sec. 17. Women employed in shops and inns shall be allowed at least one Sunday off in each month; and they shall be permitted besides to attend religious service on one other Sunday. For the rest, when they are occupied for the whole day on Sunday, a half-day off shall be allowed them during the week.

Sufferances may be granted, by the competent government department, to health resorts and similar institutions during the summer months.

Sec. 18. Infractions of the present law are punishable by fines varying from five to 200 francs (\$1 to \$40). In case of a second offense the court may,

in addition to a fine, impose imprisonment not exceeding two months.

Sec. 19. All agreements contrary to the present law are void, and parties to them are subject to the penalties provided in section 18.

Sec. 20. The present law shall be posted in all factories and shops in which it is applicable.

Sec. 21. The government council is charged with the execution of the present law. Its execution is entrusted to the government department having charge of industrial affairs, to be assisted by the factory police of the cantons.—Passed May 26, 1904.—*Annuaire de la Législation du Travail, 1903. Brussels, Belgium, 1904.*

Agriculture in Great Britain.

Last year all out-door crops on the British Isles were either a total or a partial failure because of the almost incessant rainfall. Tender fruits and vegetables grown in hothouses were of course unaffected, except by the absence of sunshine in particular cases. This year set in with the same outlook. Rain fell nearly every day, making it very difficult to plow and seed. In May, however, the weather definitely changed, and up to the present the intervening months have brought an amount of warm, bright sunshine that exceeds the total of several average British summers. June and July, in fact, were too cloudless. No rain fell for several weeks. The light soil in this part of England was dried through and through, and all vegetation was dying. The remarkable spectacle of brown pastures was seen, and because of brooks drying up, water had to be carried to live stock. The ideal weather of the last six weeks, with frequent alternations of rain and sunshine, has checked the threatened total crop failure; but, on the whole, with the excessive rainfall of the winter and early spring and the drought of midsummer, the harvest is not satisfactory.

The drought so blighted potatoes that it is not yet certain if the yield will be greater than last year, when the crop was almost a complete failure. A hopeful sign, however, is the revival of the potato boom, described in a report from this consulate last winter. The Eldorado, which brought such wonderful prices, suffered severely from the drought, but the ensuing rains have so revived it that it is now promising a good crop in Lincolnshire, the chief potato district of England. Several still newer varieties of potato than the Eldorado are now being introduced and bring \$5 to \$10 a pound. One is the Dalmeny Radium, a product of Lord Rosebery's estate. Some tubers of the Pearl, a new variety, have been sold at \$25 apiece, which is said to work out at the rate of \$250,000 an acre. At one sale just made by auction the price went as high as \$65.70 for one tuber. Another new potato is the Recorder, an especially early variety. A meeting of growers of it in Lincolnshire has agreed that none should be sold this year for less than £100 (\$487) a ton. Some sales at that price have already been made.

Hay was gathered early, and is of good quality, but lacks in quantity on account of the dry summer.

The drought shortened the small-fruit crop, which gave wonderful promise at the beginning, but the crop of outdoor tree fruits—apples, pears, and plums—which was almost a total failure in 1903, is fine this year in both quality and quantity.

Lavender is one of the few products not hurt either by the spring rain or the summer drought. The rains caused a heavy growth of flowers. These were gathered in July and sold by street

hawkers, and in August the plant was harvested for distillation. Surrey, Kent, and Hertfordshire are the chief lavender-growing counties, their product yielding about 75,000 gallons of lavender water each season. Altogether, in the United Kingdom about 1,000 acres are devoted to lavender.

Hops, which are very important in this country, lack both in quality and quantity this year. Aphid blight attacked them in the spring, and the mid-summer drought increased the disaster. The August rains came too late to materially improve their condition. Kent, Sussex, Worcester, and Hereford are the principal hop-growing counties. The total yield is estimated at from 280,000 to 320,000 hundredweight. Last year it was 421,068 hundredweight. This year's crop breaks the record in cost of production, as well as in work and anxiety. The annual consumption of hops in the Kingdom ranges between 700,000 and 800,000 hundredweight. The import required will be the largest for many years, and prices are sure to be higher than usual.

The wheat area of the United Kingdom this year is the smallest on record, being 1,400,000 acres. The average for the preceding ten years was 1,827,981 acres. But the total yield this year appears to be somewhat in excess of that of 1895, the year of next smallest area, being about 40,000,000 bushels. This is about 5,000,000 quarters, and will leave the Kingdom dependent upon over-

sea supplies for about 27,000,000 quarters (216,000,000 bushels), either as wheat or flour. This year's crop is 8,000,000 bushels short of last year's, and the yield per acre—23 bushels—is two bushels less. The quality is generally fine this year, though the straw is unusually short, which is attributed to the summer drought, during which, however, the grain seemed to thrive, being then well established. Prices are expected to advance somewhat. Though good on the whole, the wheat harvest in a few sections was very poor this year. This was notably the case on the Fenslands of Lincolnshire. The soil is a heavy clay, and the rains of last autumn and winter left it in such a state that the little wheat which could be planted did not bring half a crop. Barley was substituted in some cases, but its yield was poorer than that of the wheat.

Full details as to other small grains are not yet obtainable, but it would seem that what can be said of wheat applies generally to oats, rye, and barley.

On the whole, the agricultural depression in the Kingdom is not lessened this year. Various remedies are talked over, but the most promising, in the estimation of leading farmers, is co-operation, which is working so profitably in Denmark. Heavy railway freight charges handicap the British farmer, and a reform in this direction is also considered vitally important.—*Frank W. Mahin, Consul, Nottingham, England, Sept. 7, 1904.*

STATISTICAL ABSTRACTS.

Immigration into Boston in 1903 and 1904.

According to the Report of the Boston Chamber of Commerce for 1903, the number of immigrants arriving at this port during the year ending December 31, 1903, was 63,808, an increase of 10,580 over 1902.

In addition to the trans-Atlantic immigrants arriving at the Port of Boston, there arrived at the ports of Massachusetts from the Dominion of Canada by water 22,240 aliens, or 807 less than in 1902.

There were 16,561 arrivals from Italy, 11,267 from Sweden, 7,986 from England and Wales, and 7,617 from Ireland. These aggregate 48,431, or 68.07 per cent of the total immigrant arrivals at Boston.

The Monthly Summary of Commerce and Finance for June reports the arrival of 60,110 immigrants at the Port of Boston, for the year ending June 30, 1904, as against 62,838 for the same period in 1903.

Industrial and Relief Departments, Salvation Army, Boston.

Statistical Report.

CLASSIFICATION.	October 1, 1902, to October 1, 1903	October 1, 1903, to October 1, 1904
<i>Industrial Department.</i>		
Number lodgings supplied out-of-work men,	21,555	29,120
Number indigent men passed through,	2,084	2,080
Amounts paid to men in cash grants,	\$4,780.50	\$8,320
Amounts paid for subsistence,	\$4,597.36	\$7,500
Amounts paid for horse feed,	\$2,080.00	\$2,496

Statistical Report—Concluded.

CLASSIFICATION.	October 1, 1902, to October 1, 1903	October 1, 1903, to October 1, 1904
<i>Relief Department.</i>		
Nightly accommodation for homeless men and women,	665	768
Number of persons lodged for nominal sum,	226,020	278,244
Number persons lodged without charge,	4,150	4,670
Number homeless women lodged,	6,500	7,280
Number tons coal distributed,	120	52
Number families participating in coal distribution,	3,400	1,040
Number garments repaired and sold to very poor for nominal sums,	48,650	50,460
Number garments repaired and given away to poor,	15,481	19,700
Number calls by special visitation officers (estimated),	7,011	7,260
Number families supplied with groceries,	2,412	2,820
Number free meals given to poor men and women,	74,650	56,730
Number meals sold for nominal prices, "Hub Hotel,"	42,800	155,544
Number persons found employment through free employment bureau,	246	731
Number children at Thanks-giving dinner,	4,570	4,000
Number people at Christmas dinner tables,	4,400	3,290
Number dinners sent in baskets to needy families, Christmas,	10,000	11,500
Number garments and shoes distributed, Christmas,	570	2,200
Number poor children at Army's Christmas tree,	3,000	3,000

Textile Labor in Philadelphia.

The average number of operatives reported in 415 textile establishments in Philadelphia in 1903 was 28,528, of which number 12,178 were males over 16 years of age, 13,534 were females over 16 years of age, and 2,816 were minors between the ages of 13 and 16 years.

The average number of days in operation was 270. The average daily wages for all operatives were \$1.51; for males, \$1.97; for females, \$1.27; and for minors, 73 cents.

Of the number reporting nationalities, 15,607, nearly 73 per cent, were Americans; 1,995 were English; 1,896 were Germans; 1,614 were Irish; and the others were distributed among 12 races or peoples.

Other statistics show that 607 employees own their homes, while the average annual rent paid by heads of families was \$149. The days lost by strikes aggregated 13,367 and by lockouts, 40. The employees affected by strike numbered 16,339 and by lockout, 40. — *Report of Bureau of Industrial Statistics, Pennsylvania, 1903.*

Railway Accidents in the United States, 1902.

A summary of the railway accidents in the United States for the year ending June 30, 1903, from a Report of the Interstate Commerce Commission, shows that 9,840 persons were killed and 76,553 were injured. The total casualties to employees numbered 64,067, of whom 3,906 were killed and 60,481 injured. The passengers killed numbered 355, the injured 8,231. Other persons killed, neither passengers nor employees, numbered 5,879 as well as 7,841 such persons injured. The ratio of casualties shows that one employee in every 364 was killed, and one employee in every 22 was injured. One passenger was killed for every 1,957,441 carried, and one injured for every 64,424 carried.

Destination of Immigrants, United States, 1902.

The declared destination of the 857,046 immigrants who landed at New York in 1903, according to the Report of the Commissioner-General of Immigration, was as follows: New York, 254,665; Pennsylvania, 177,169; Massachusetts, 65,757; Illinois, 63,378; New Jersey, 38,533; Ohio, 37,184; Minnesota, 22,835; California, 22,746; Connecticut, 21,813; other States, 152,966.

Immigrants Arriving in the United States in 1904 and 1903.

The number of immigrants into the United States for the year ending June 30, 1904, was 812,870, including 549,100 males and 263,770 females.

According to the Consular Reports on Emigration to the United States and the Report of the Commissioner-General of Immigration, we find that during the year ending June 30, 1903, there were 857,046 immigrant arrivals, being 68,054 more than in 1892, which year formerly held the record for immigration, and 208,303 more than in 1902. The total number of immigrants that have come into the United States from 1821 to 1903, inclusive, aggregates 21,265,723.

The following table shows the arrivals, by nationalities, with the relative percentage of each:

COUNTRIES.	Number in 1903	Percentages of Arrivals from Each Specified Country to the Total Arrivals in 1903	Percentages of Arrivals from Each Specified Country to the Total Arrivals from 1821-1903
Italy,	230,622	26.91	7.47
Austria-Hungary,	206,011	24.04	7.16
Russia and Poland,	136,093	15.89	5.84
Norway and Sweden,	70,489	8.22	6.61
Germany,	40,086	4.67	24.16
Ireland,	35,300	4.12	18.71
England and Wales,	26,219	3.06	13.01
All other countries,	112,228	13.09	17.04
TOTALS,	857,046	100.00	100.00

The causes influencing emigration to the United States are chiefly economic.

It is interesting to note that of the total number of permanent emigrants from Italy, which sends us more emigrants than any other country, only 40.11 per cent came to the United States in 1901 while 48.28 per cent went to Argentine Republic and Brazil.

The number of immigrants who had been in the United States before was 76,702.

Of the total number of immigrants, 613,146, or 71.54 per cent, were males, and 243,900, or 28.46 per cent, were females. Those under 14 years of age numbered 102,431, those from 14 to 45 years, 714,053, those 45 years and over, 40,562. The largest percentage of immigrants under 14 years of age were Hebrews, 24.99 per cent being of this class; England sent the largest percentage of persons of 45 years and over (12.40). It was reported that 3,341 could read but could not write, and 185,667 could neither read nor write. The Italians furnished 26.91 per cent of the total immigration. Considering illiteracy, 47.04 per cent of the total number of illiterates were Italians, and 38.07 per cent of the total Italian immigrants were illiterate.

The immigrants brought with them \$16,117,513, an average of \$18.81 for each immigrant. The people bringing the largest amounts were the Japanese, who brought on an average \$51.20, the Spanish who brought \$50.17, the French \$49.63, and the English \$49.40. Those races or people bringing the least amounts and the average amounts brought by them were Lithuanians \$9.04, Ruthenians \$9.39, Polish \$9.54, and Hebrews \$9.70.

Occupations were applicable to the immigrants in 657,345 cases, of which number 320,642 were laborers, 92,686 personal and domestic servants, and 77,518 farm laborers. These represent about 75 per cent of the people having occupations. The unskilled workmen numbered 532,662, the skilled 124,683.

The number of immigrants debarred from landing in 1903, together with the causes, is given in the following table:

CAUSES.	Sea-ports	Over-land	Total
Idiots,	1	8	9
Insane,	23	22	45
Paupers, or likely to become public charges,	5,812	6,539	12,351
Loathsome or dangerous contagious diseases,	1,773	1,516	3,289
Convicts,	51	-	51

CAUSES.	Sea-ports	Over-land	Total
Polygamists,	1	-	1
Women for immoral purposes,	13	39	52
Assisted aliens,	9	-	9
Contract laborers,	1,086	738	1,822
Without certificates,	-	1,062	1,062
TOTALS,	8,769	9,922	18,691

The total number debarred in 1902 was 10,411.

Division of Labor in Different Countries.

The following table gives an interesting and instructive comparison of the percentages of persons engaged in the lines of industry indicated:

Percentages of Persons Employed in Certain Industries in Leading Countries, 1904.

COUNTRIES.	Agriculture, Horticulture and Forestry	Manufactures and Mining	Commerce and Transportation
Germany,	37.5	37.4	10.6
Austria,	58.2	22.3	7.3
Hungary,	58.6	12.6	3.3
Italy,	56.4	24.5	7.4
Switzerland,	37.4	40.7	10.7
France,	44.3	33.6	9.4
Belgium,	21.1	41.6	11.7
Netherlands,	30.7	33.7	17.2
Denmark,	48.0	24.9	11.8
Sweden,	49.8	20.9	7.5
Norway,	49.6	22.0	11.7
England and Wales,	8.0	58.3	13.0
Scotland,	12.0	60.4	12.4
Ireland,	44.6	52.6	5.0
United States,	35.9	24.1	16.3

— *Deutsche Industrie-Zeitung, Berlin.*

Births and Deaths in the United States and Foreign Countries.

The following table shows the average number of births and deaths to each 1,000 persons in the United States and foreign countries from 1896 to 1900; also, the excess of births over deaths:

COUNTRIES.	Average Number of Births to Each 1,000 Persons from 1896 to 1900	Average Number of Deaths to Each 1,000 Persons from 1896 to 1900	Excess of Births over Deaths
United States,	22.5	16.2	6.3
Argentina,	35.8	18.1	17.7
Australia,	29.8	12.6	17.2
Austria,	34.1	24.4	9.7
Belgium,	29.0	18.1	10.9
Chile,	33.2	29.8	3.4
Costa Rica,	39.1	24.0	15.1
Denmark,	29.9	16.4	13.5
England,	29.3	17.7	11.6
Finland,	32.7	19.0	13.7
France,	21.9	20.6	1.3
Germany,	36.0	21.3	14.7
Holland,	32.2	17.2	15.0
Hungary,	39.4	27.9	11.5
Italy,	33.9	22.9	11.0
Japan,	31.0	20.8	10.2
Mexico,	33.4	35.5	2.1*
New South Wales,	27.8	11.8	16.0
Norway,	30.3	15.8	14.5
Rumania,	39.0	26.6	12.4
Russia,	47.4	34.7	12.7
Scotland,	30.0	18.0	12.0

* Decrease; excess of deaths over births.

COUNTRIES.	Average Number of Births to Each 1,000 Persons from 1896 to 1900	Average Number of Deaths to Each 1,000 Persons from 1896 to 1900	Excess of Births over Deaths
Servia,	40.3	25.0	15.3
Spain,	34.7	29.2	5.5
Sweden,	26.9	16.1	10.8
Switzerland,	28.6	18.2	10.4
Uruguay,	35.3	14.6	20.7
Venezuela,	33.0	18.9	14.1

Out of 28 countries represented in the table it will be noted that the United States ranks fifth from the lowest as to the excess of births over deaths, the average excess for that country being but 6.3 births over deaths. Spain has an excess of 5.5; Chile, 3.4; and France, 1.3. In Mexico, the deaths are exceeded by the births by 2.1.— *El Crecimiento de la Población de la República Argentina, 1890-1903. Buenos Aires, 1904.*

Population of the Argentine Republic.

During the nine years from 1895 through 1903 the population of the Argentine Republic increased by 1,197,413, or 30.28 per cent; the figure for January 1, 1895, was 3,954,911 and for December 31, 1903, 5,152,324. Of this total gain, an increase of 748,768 was due to excess of births over deaths, 447,497 to immigration, and 1,150 to annexation of territory in 1900. During the years from 1898 to 1903 the births averaged 172,458 yearly and the deaths 87,292, the yearly average excess of births over deaths being 85,166.— *El Crecimiento de la Población de la República Argentina. Buenos Aires, 1904.*

Co-operative Societies in Belgium.

During the month of July, 1904, 13 new co-operative societies were reported in the "Moniteur belge," and one co-operative society was dissolved. Of the 13 new associations, four were established as savings and credit institutions; five for the manufacture and sale of butter and cheese, two to manufacture and deal in clothing, one for the management of hygienic temperance restaurants, and one to deal in machinery, etc.— *Revue du Travail, Brussels, Belgium, August, 1904.*

Employment of Women and Children and Hours of Labor in France.

Of 528,703 establishments subject to labor inspection in 1903 in France, and aggregating 3,550,829 employees, 434,471, or 82.17 per cent, had from one to five employees; 70,049, or 13.25 per cent, from six to 20 employees; 19,753, or 3.74 per cent, from 21 to 100; 4,000, or 0.76 per cent, from 101 to 500; and 430, or 0.08 per cent, over 500 employees. Classification of the employees according to ages gives the following table:

CLASSIFICATION.	NUMBER IN 1903	PERCENTAGES	
		1903	1902
Boys under 18 years,	297,573	8.4	8.2
Girls under 18 years,	254,830	7.2	8.1
Girls over 18 years, and women,	782,291	22.0	23.2
Men,	2,216,135	62.4	60.5
TOTALS,	3,550,829	100.0	100.0

The textile industries, with 15,302 establishments and 634,378 employees, stand first among the 24 industries represented; next highest numbers of employees are found in metal working, with 54,969 establishments and 552,820 employees; trade and banking, with 152,105 establishments and 411,933 employees; and clothing, with 70,105 establishments and 352,560 employees.

During 1903, there were reported 639 violations of the law forbidding the employment of children under 13 years of age, against 621 violations in 1902; 142, or 22.22 per cent, of violations in 1903 occurred in the glass making industry. A considerable number of children were discharged during the year as a result of the application of the law regulating hours of labor; but no reductions in working time, as provided for by the law, were reported. — *Bulletin de l'Office du Travail, Paris, September, 1904.*

Trade Unionists in Great Britain.

The latest figures obtainable from the Labour Gazette showing statistics of trade unions in Great Britain give for 100 leading trade unions in 1902 a membership of 1,169,333, the members of all other unions in Great Britain aggregating 746,173; the grand total of trade unionists being 1,915,506. The increase in total membership since 1892 was 410,268, or 27.96 per cent.

Labor Organizations in Germany and Austria in 1903.

At the close of the year 1903 there were 1,276,631 organized workmen in Germany, an increase of 194,290, or 8.48 per cent, during the 12 months. Organized workers at present represent about one-sixth of the working population. There are four classes of labor associations in Germany, of distinct origin and traditions: Federations and local unions belonging to the socialist party, Hirsch-Dunker unions, Christian unions, and independent unions. The table which follows shows their development and relative importance in 1902 and 1903:

CLASSIFICATION.	NUMBER OF MEMBERS	
	1902	1903
Socialist federations, . . .	733,206	887,698
Local socialist unions, . . .	10,090	17,577
Hirsch-Dunker unions, . . .	102,851	110,215
Christian unions, . . .	189,900	192,617
Independent unions, . . .	56,596	68,724
TOTAL,	1,092,643	1,276,831

CLASSIFICATION.	RECEIPTS IN	RESERVE FUND IN
	1902	1902
Socialist federations, . . .	\$3,907,958	\$3,087,747
Local socialist unions, . . .	—	—
Hirsch-Dunker unions, . . .	221,200	792,956
Christian unions, . . .	269,322	177,336
Independent unions, . . .	67,571	78,911
TOTAL,	\$4,466,051	\$4,136,950

With the exception of Great Britain, Germany has the greatest number of trade unionists. In 1903, there were 63 socialist labor federations hav-

ing 887,698 members, of whom 40,066, or 4.58 per cent, were women; 2,065 Hirsch-Dunker unions having 110,215 members; 31 Christian unions with 192,617; and numerous independent unions counting 68,724 members; many of the oldest labor organizations in Germany have remained independent of the central organizations, among these being the Gutenberg Union of printers, and various associations of office clerks, hotel clerks, gardeners, musicians, etc.; these independent unions are rarely connected with any political movement.

For the unions affiliated with the socialist party, expenses during 1903 aggregated 13,724,336 marks (\$3,286,392) of which 4,529,672 marks (\$1,078,062) were spent for strike benefits, 1,270,053 marks (\$302,273) for unemployment benefits and 250,310 marks (\$59,574) for assistance of discharged members. The strike benefits represented 33 per cent of the entire amount.

In Austria there are three groups of labor organizations: Trade unions, analogous to the independent unions of Germany; general unions, and educational societies. At the close of 1903, the trade unions counted 154,665 members, an increase of 19,487, or 14.41 per cent, during the year; the educational societies counted 17,274 members, and the general unions 5,653 members. From reports furnished by a part of these organizations the following statement of receipts and expenses for 1903 is made:

ORGANIZATIONS.	Receipts	Expenses
74 trade unions, . . .	\$597,400	\$537,355
104 general unions, . . .	3,590	3,905
307 educational societies, . . .	7,474	7,886
TOTAL,	\$608,464	\$549,146

At the close of 1903 the aggregate funds of the organizations amounted to 3,338,150 crowns (\$779,144), 2,224,585 crowns (\$451,591) being held by typographical unions, 280,240 crowns (\$56,889) by hatters' unions, 223,125 crowns (\$45,294) by lithographers, and 175,619 crowns (\$35,651) by woodworkers. Benefits paid during the year for strikes, unemployment, sickness, death, etc., formed 45.73 per cent of the total expenditures. The receipts averaged 19.01 crowns (\$3.86) for each member, in 1903; the expenses 16.23 crowns (\$3.29); and the reserve fund, at the close of the year, 24.62 crowns (\$5). — *Bulletin de l'Office du Travail, Paris, September, 1904.*

Imports and Exports of Japan.

The remarkable increase of 13 per cent in the American imports in 1900 as compared with 1890 is largely due to raw cotton, manufactured goods, and the development of the direct steamship lines from New York.

The following table shows the present distribution of Japan's trade:

COUNTRIES.	Exports	Imports
Asia,	\$47,259,000	\$44,980,000
China,	15,686,000	14,980,500
Hong Kong,	19,588,500	5,330,000
British India,	4,352,090	11,788,000
Corea,	4,976,500	4,403,000
Other Countries,	2,656,000	8,428,500

COUNTRIES.	Exports	Imports
Europe,	\$21,425,000	\$68,197,000
Great Britain,	5,681,000	35,819,000
Germany,	1,778,000	14,800,000
France,	9,575,000	4,047,500
Belgium,	148,500	3,974,500
Italy,	3,564,500	225,000
Other Countries,	728,000	4,581,000
America,	27,776,500	31,645,000
United States,	26,283,000	164,500
Other Countries,	1,493,500	31,380,500

The table shows an adverse balance of trade with British India and other Asiatic countries chiefly due to raw cotton, hemp, sugar, and rice, while the favorable conditions of trade with Hong Kong are due to the exportation of cotton yarns, coal, copper, and matches. In the European trade two points are noteworthy—the great excess of imports over exports, and the favorable balance of trade with France and Italy. The former is due to large importations of cotton and woolen fabrics, and iron manufactures, while the latter is due to the exports of raw silk. Until 1899, the balance of trade with the United States was always favorable. Japan imports more therefrom than it exports thereto. The principal articles imported from the United States are raw cotton, iron manufactures, flour, etc., while the chief articles exported are raw silk, silk fabrics, tea, and floor matting. — *The Foreign Commerce of Japan*, by Y. Hattori, in *Johns Hopkins University Studies*.

Statistics of the Netherlands.

Strikes and Lockouts.

During the first six months of 1904, there were 41 strikes and lockouts reported in the Netherlands, involving 198 establishments and, in the 35 cases for which returns were made, about 7,800 employees. The duration of disputes varied from three hours to 123 days. Disagreements regarding wages, either alone or in conjunction with some other grievance, caused 21 of the strikes and lockouts. Twelve cases resulted in success for employees, 13 cases in success for the employers, and nine cases in compromises; in six cases the results were not stated, and one dispute, involving 46 strikers and 55 persons locked out, was pending at the end of the period.

Labor Difficulties other than Strikes and Lockouts..

During the fourth quarter of 1903 the Chambers of Labor, in the Netherlands, as boards of conciliation and arbitration, were called upon to consider 46 labor difficulties which were neither strikes nor lockouts. In the great majority of cases the petitions for investigation were presented by employees. In 31 instances the discharge of one or more men was the cause of the difficulty; in seven, the withholding of wages; in three, dispute as to amount of wages due; in two, violation of contract by employer; and in one instance for each cause, the withholding of pension money, dispute over method of paying wages, and refusal to allow sick benefits.

The following statement shows the number of difficulties considered by each board, with the industry represented: Building, 18; clothing, six; tobacco, five; navigation and shoemaking, four each; bulb culture and food preparation, three each; printing, two; and metal working, one.

These difficulties involved workmen in 11 cities and towns. In 11 cases the employees were successful; in 22 cases their demands were not granted, the Chambers of Labor finding either that the demands were unwarranted or that employers could not be brought to grant them; in nine instances compromises were effected; and in the remaining four no results were given.

Women and Children in Industry.

In 10 Industries, affecting 19 cities and towns in the Netherlands, for which the reports to the Chambers of Labor furnished definite figures, there were employed, during 1903, approximately 7,700 children under 16 years of age (5,700 boys and 2,000 girls) and 6,800 women. The greatest number of women and children in a single industry were employed in the manufacture of clothing, there being 2,021 women, 691 boys, and 611 girls; in the printing trades there were 1,584 women, 600 boys, and 614 girls. In building 290 women, 1,896 boys, and 195 girls were employed; in the tobacco industry 967 women, 599 boys, and 110 girls; in food preparation 527 women, 949 boys, and 155 girls; and in the textile industry 798 women, 186 boys, and 290 girls.

Hours of Labor and Wages.

A day's work in the Netherlands varies from eight to 16 hours, comparatively few persons being employed fewer or more hours. Of the 10,190 persons, for whom reports were made during the fourth quarter of 1903, 1,842, or 18.08 per cent, worked eight or nine hours a day; 7,917, or 77.69 per cent, from nine to 12 hours; and 84, or 0.82 per cent, more than 12 hours; 347 persons, or 3.41 per cent of the total, were employed for less than eight hours. Of the total number reported for the quarter, 9,540, or 93.62 per cent, were males and 650, or 6.38 per cent, females.

Of 15,627 persons for whom rates of wages during 1903 were reported, 7,845, or 50.20 per cent, were paid by the hour, 575, or 3.68 per cent, by the day, 6,999, or 44.79 per cent, by the week, 19, or 0.12 per cent, by the month, and 189, or 1.21 per cent, by the year. Of the total, 14,208, or 90.92 per cent, were males, and 1,419, or 9.08 per cent, females; 11,670 (74.68 per cent) were adult males, 2,538 (16.24 per cent) boys, 1,139 (7.29 per cent) women, and 280 (1.79 per cent) girls.

Wages by the hour ranged from 0.03 guilder to 0.20 guilder (\$0.012 to \$0.08) for children and from 0.05 guilder to 0.25 guilder (\$0.02 to \$0.10) for adults. Daily wages varied in amount from 0.35 guilder to one guilder (\$0.14 to \$0.40) for children, and from 0.75 guilder to 2.30 guilders (\$0.30 to \$0.92) for adults; weekly wages from 1½ to nine guilders (\$0.60 to \$3.60) for children, and four to 50 guilders (\$1.60 to \$20) for adults; the three children reported as employed by the month received, respectively, two, three, and four guilders (\$0.80, \$1.20, and \$1.60), while the monthly wages of adults ranged from 10 to 120 guilders (\$4 to \$48); yearly wages varied, for children, from 100 to 400 guilders (\$40 to \$160), and for adults from 100 to 2,000 guilders (\$40 to \$800).

Considering persons employed by the hour we find that 2,620, or 33.40 per cent of the total number so employed, received less than 0.15 guilders (\$0.06) an hour; of these 532 (20.31 per cent) were employed in the manufacture of machines; 506 (19.81 per cent) in agriculture; and 423 (16.15 per cent) in building. Of persons employed by the week, 3,827, or 54.68 per cent of all so employed, earned less

than nine guilders (\$3.60) a week, 1,017, or 26.57 per cent, of these persons being engaged in the preparation of food, and 971, or 25.37 per cent, in the textile industry; of those engaged in food preparation 87.12 per cent were males and 12.88 per cent females, while in the textile industry 56.64 per cent were males and 43.36 per cent females.

Population in 1903.

At the close of 1903 the population of the Netherlands numbered 5,430,973, of whom 2,690,205 were males and 2,740,768 females. The 24 cities having more than 20,000 population aggregated 2,013,835 persons (959,971 males and 1,053,864 females), the remainder of the population, 3,417,138 persons (1,730,234 males and 1,686,904 females), being distributed among 1,097 cities and towns. The total increase in 1903 was 83,783 persons, or 1.57 per cent.

The five preceding abstracts were taken from *Tijdschrift van het Centraal Bureau voor de Statistiek*, Afl. 8. 's-Gravenhage, Holland, 1904.

Population of South Africa.

The census of British South Africa, taken in 1904, shows an increase in the population of the Cape district of 57.51 per cent over that of 1901, the population in 1904 being 2,405,552 including 580,380 white persons and 1,825,172 colored. The population of the Transvaal and Swaziland is 1,354,200 including 300,225 whites and 1,053,975 colored. The Orange River Colony shows a population of 385,045, of which number 143,419, or 37.25 per cent, are whites. Natal shows a population of 244,691 including but 97,109 Europeans and whites as compared with 187,582 colored. This is exclusive of native areas. — *Bradstreet's*, Aug. 13, 1904.

Strikes and Lockouts in the United Kingdom in 1903.

The number of strikes and lockouts reported in the United Kingdom in 1903 was 387 (55 less than in 1902) involving 116,901 workmen (139,766 less than in 1902). Of the total number of workmen affected 93,515 were directly involved. The total time lost was 2,338,668 working-days. One and two-tenths per cent of the entire working population were involved in disputes.

The most important strikes were in the coal-min-

ing industry, there being 113 disputes, involving 60,029 employees and accounting for 51.97 per cent of the total time lost; in the engineering and ship-building industries there were 56 disputes involving 15,806 employees; in the tinplate industry there were eight disputes involving 14,725 employees; in the textile industry there were 55 disputes involving 9,458 employees; in the remaining miscellaneous industries there were 155 disputes involving 16,883 employees.

Controversies in the textile industry have shown a tendency to diminish in recent years. This industry was responsible for 55, or 14.21 per cent of all the disputes in 1903, for 8.09 per cent of the total number of workpeople affected, and for only five per cent of the total time lost. Of the 55 disputes, 36 were regarding wages, 10 regarding working arrangements, and eight regarding the employment of particular classes or persons; for one the cause was not reported.

Of the 387 disputes, 232 were regarding questions of wages, involving 49,557, or 52.99 per cent of the employees directly affected, and 15,993, or 68.39 per cent of the employees indirectly affected; 56 disputes were regarding working arrangements, rules, and discipline and affected 13,609 employees directly and 2,154 indirectly; 54 disputes were regarding the employment of particular classes or persons and affected 7,822 employees directly and 4,520 indirectly; 25 disputes were over trade unionism and affected 17,602 employees directly and 269 indirectly; 17 disputes were over hours of labor and affected 4,108 employees directly and 392 indirectly; the causes of three strikes were not stated.

Of the total strikes, 88, or 22.74 per cent, were successful; 179, or 46.25 per cent, unsuccessful; 110, or 28.42 per cent, compromised; 10, or 2.58 per cent, not stated or pending.

Of the total number of disputes, 266, or 68.73 per cent, were settled by direct arrangement or negotiation between the parties or their representatives; 47, or 12.14 per cent, were settled by filling the places of strikers; 36, or 9.30 per cent, by return to work on employers' terms without negotiations; 26, or 6.72 per cent, by arbitration or conciliation; and 12, or 3.11 per cent, were unsettled. — *Report on Strikes and Lock-outs in the United Kingdom in 1903*, Labour Department, Board of Trade.

I N D E X.

[The following comprise the articles in the Labor Bulletins of the past year, Nos. 29 to 34, inclusive. In Bulletin No. 28 was printed an index covering Bulletins Nos. 1 to 28, inclusive. Bulletin No. 29 covers pages 1 to 48; No. 30, pages 49 to 104; No. 31, pages 105 to 160; No. 32, pages 161 to 236; No. 33, pages 237 to 288; No. 34, pages 289 to 389.]

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